LABORITE

The George Meany Center for Labor Studies begins its 1991 programs with a new Western Semester. See pages 3-6.

AFL-CIO NEWS

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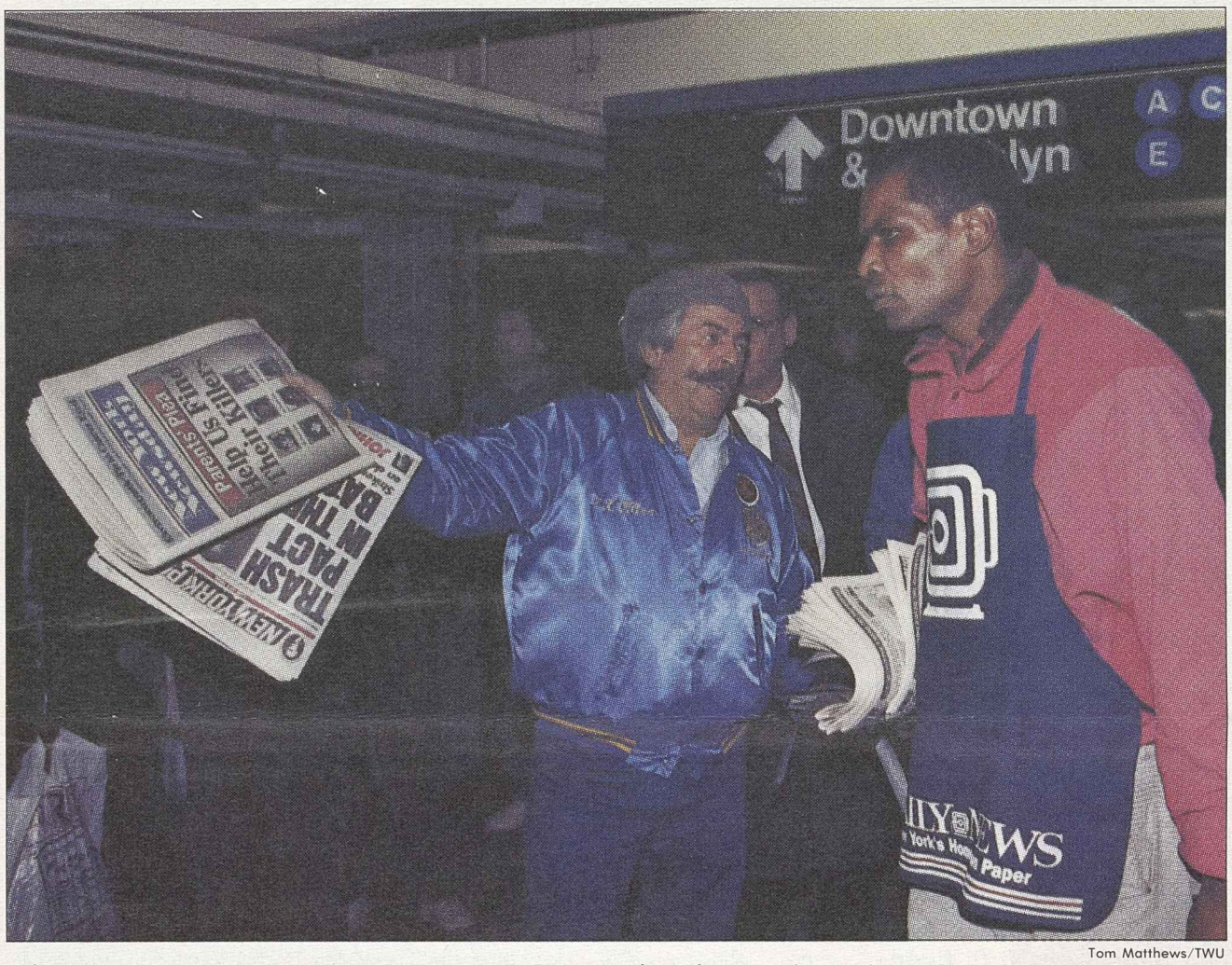

Tom Matthews/TWU

Volunteers from the Transport Workers and other unions shadow New York Daily News hawkers in the subways, passing out free copies of the Times, Post and Newsday. The TWU donated the money to buy the competing papers to support members of the nine unions continuing to strike the Daily News.

Mediated Daily News talks go slowly

By James B. Parks

Individual striking unions began meeting with federal mediators and the New York Daily News management, but with little progress.

The Machinists and the Newspaper Guild, in separate discussions with Daily News management last week, focused mainly on the issue of replacement workers, said George McDonald, president of the Allied Printing Trades Council, which represents the nine striking unions.

All the unions are expected to meet with the mediator and the News within the month of January.

About 2,300 News employees from nine unions went out on strike Oct. 25 after working six months without a contract.

Both sides met separately last month in Washington with Bernard E. DeLury, director of the Federal Mediation and Conciliation Service.

Union plan spurned

The talks were stymied when News management rejected a long-standing proposal by the unions to negotiate with all the unions as a group.

DeLury said he then proposed that the unions meet individually with the News under the auspices of the FMCS. Representatives of the AFL-CIO sat in on the negotiating sessions along with attorney Theodore Kheel and presidents of the other striking unions, McDonald said.

DeLury said he is "holding in reserve" the possibility of calling the parties back to Washington. But that decision will depend on the results of the current negotiations.

Calling the meetings "encouraging," DeLury said he will wait to see if there is any progress with any of the unions on the controversial "management

Continued on Page 2

VDT workers win measure of protection

San Francisco law sets tough standards

By Arlee C. Green

A two-year grass-roots campaign by the labor-led VDT Coalition helped win landmark legislation that sets minimum safety standards covering an estimated 60,000 computer workers in the city and county of San Francisco.

The Video Display Terminal Worker Safety Ordinance, signed by Mayor Art Agnos Dec. 27, is designed to reduce the risks associated with prolonged computer use — including eye strain, muscle fatigue and carpal tunnel syndrome, an injury that can incapacitate the hand and often requires surgery.

The ordinance covers businesses with 15 or more employees and requires user-adjustable workstations for employees who work four or more hours per shift on computers.

Stress injuries

Service Employees Vice President Paul Varacalli, executive director of SEIU Local 790 and spokesman for the VDT Coalition, said, "This legislation is the result of the work of a coalition of unions that recognize that repetitive stress injuries are the latest in a long line of occupational hazards that demand solutions."

The legislation "gives us a base to extend worksite safety to the millions of workers nationwide who face crippling injuries from repetitive motion at keyboards," he said. "We are proud that San Francisco labor is again leading the way in fighting for workers' rights."

The ordinance is similar to a VDT law adopted in 1989 in Suffolk County, N.Y., which a state court later struck down.

The landmark ordinance requires adjustable chairs, detachable keyboards, adjustable terminal displays, elimina-

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Emergency room woes symptom of bigger health care crisis

By Colleen M. O'Neill

For many Americans, a minor illness means a trip to the doctor for an examination and possibly a prescription.

But for those without adequate health care coverage, minor illnesses often mean an expensive trip to the emergency room, to a waiting room clogged with non-emergency patients.

Their numbers increased dramatically in the 1980s, as more people fell through the safety net and were left without basic coverage, officials say.

"In 1980, few believed that our patchwork quilt of health care programs for the poor, elderly and uninsured would fray so quickly, or that millions of additional patients would come to utilize emergency departments as their sole source of medical care," said Dr. Arthur Kellermann, director of the emergency department at the Regional Medical Center at Memphis, Tenn.

Kellermann, who testified before the House Select Committee on Narcotics Abuse and Control in late September, also pointed out that "better access to primary and preventive care services can prevent many illnesses from reaching the point where expensive emergency department care or hospitalization is necessary."

At the AFL-CIO health care hearing in Rhode Island in September, Service Employees member Louis Calderon illustrated Kellermann's point with powerful proof.

"Since I have no health insurance for my children, I recently had to pay a $500 hospital bill," he said. "I had to take Ishmael to the emergency room to treat an ear infection. I cannot afford to bring my children to the doctor, so they never receive their regular check-ups."

Calderon is a nurse's aide; he told the panel he could not afford to pay for rent, groceries, utilities, child care and health care benefits on his salary.

Also at the Rhode Island hearing, Bill

Continued on Page 7

Court backs ALPA on Eastern recall

By Candice Johnson

Eastern Airlines has agreed to abide by a federal appeals court ruling that striking Air Line Pilots who offered to return to work should be hired in place of the trainees the carrier kept on the payroll.

The airline will recall about 60 ALPA members, the first group to be reinstated since November 1989, when 140 pilots were recalled. The court ruling means that as many as 800 union pilots could be reinstated, ALPA said, depending upon how many trainees were on the job when ALPA members offered to return to work.

More than 1,000 union pilots are waiting for reinstatement, ALPA said. Although agreeing to the limited pilot recall, Eastern said it would appeal the case to the full appeals court.

The ruling by three of the appeals court's 11 active judges upheld a lower court finding that Eastern violated the Railway Labor Act, which governs collective bargaining and labor-management relations in the airline industry, by giving job preference to trainees over experienced pilots.

ALPA members and Transport Workers flight attendants joined the Machinists strike against Eastern in March 1989, prompting then-owner Frank Lorenzo to file for federal bankruptcy protection and to attempt to rebuild the carrier by hiring and training new pilots.

When Eastern pilots voted to end their strike and return to work later that year, they were told that the replacement pilots, though still in training, were permanent employees and that no ALPA members would be rehired, though their names would be added to a recall list.

ALPA filed suit in federal district court, charging that the pilots-in-training, who had not completed Federal Aviation Administration requirements or other certification, could not be considered permanent employees.

The court held Eastern's action undermined "the preservation of the employer-employee relationship both during and after the strike."

In August 1990, U.S. District Court Judge Edward Davis agreed, calling it "presumptuous and premature" for the carrier to extend full replacement status to trainees who are not performing the work of striking pilots and who are not yet fully covered under the Railway Labor Act.

In a 2-1 decision, the U.S. Court of Appeals for the 11th Circuit upheld that ruling, adding that Eastern's action undermined a central goal of the act: "the preservation of the employer-employee relationship both during and after the strike."

The court acknowledged that the replacement of strikers is permitted under certain circumstances, but found no justification for Eastern to replace with trainees those strikers who were seeking to return to work.

Eastern argued that because striking pilots also must receive training before they are able to resume their duties, they could be considered trainees. But the court noted that pilots could be recertified in a few days, while trainees needed four months to qualify for those jobs.

The case has been sent back to the district court to determine the specific number of trainees on the payroll as of August 1989, when Eastern announced it would not rehire any returning pilots but would put their names on a recall list.

ALPA spokesman E.J. Breen pointed out that the recall won't allow the reinstated pilots — some of the most senior of Eastern crews — to come back as captains, but at lower-paying co-captain and flight engineer positions.

"What kind of message does it send when you take a 26-year pilot and bring him back as a second or third in command, behind someone who took his job with less than a year experience?" Breen asked.

AFGE contests restriction on outside pay

By James B. Parks

After failing to stop implementation of a new federal ban on pay for outside activities, the Government Employees are trying to have the law declared unconstitutional.

The U.S. Court of Appeals for the District of Columbia Circuit on Jan. 29 is scheduled to hear the AFGE's arguments challenging the law, which prohibits rank-and-file federal employees from taking pay for making speeches and publishing articles.

The hearing comes after the appeals court refused to issue an emergency injunction stopping implementation of the ethics law.

The AFGE claims that a "fluke" in the law violates workers' First and Fifth Amendment rights.

The Ethics Reform Act of 1989, which went into effect Jan. 1, bars federal employees and members of Congress from taking pay for making speeches, writing articles or making public appearances, even if unrelated to their work.

Constitutional question

The suit asks the court to declare the section relating to all federal workers unconstitutional.

"It is unconscionable to allow a mistake in the law to deprive government employees of the right to earn extra money writing or publishing material or giving speeches to outside organizations when they are off duty," said AFL-CIO Vice President John N. Sturdivant, president of the AFGE.

Since the employees are not elected officials, the law "would place a severe burden on many good and honest people who should have the opportunity to earn extra money sharing their special interests and talents with others," Sturdivant said.

Meanwhile, union leaders praised President Bush's decision to grant a 4.1-percent pay raise for federal employees and to start the process of setting general schedule pay by localities.

Bush issued an executive order giving a geographic pay differential of 8 percent to federal workers in New York City, San Francisco and Los Angeles.

Under the order, the federal government will move toward a locality pay system in fiscal 1992 and will have it operating by 1994.

Sturdivant said the order "sets in motion a carefully crafted plan that will reverse the growing pay gap between the private sector and the government and finally inject parity and fairness into the federal pay system."

Daily News unions push corporate campaign

Continued from Page 1

rights" clause sought by the News or on any other issues that might be applicable to all parties before deciding whether to call the parties back to Washington.

Meanwhile, the Printing Trades Council is proceeding with plans to conduct a corporate campaign against the News' parent, the Tribune Co. of Chicago.

McDonald said a council committee will meet to map strategy. The committee already has mailed a letter to the Tribune Co.'s major institutional stockholders explaining the strike.

The council also has hired two New York City attorneys, Seymour Waldman and Irwin Rochman, to defend it and the Mail Deliverers against several lawsuits filed by the Daily News as part of its strategy continually to charge "union violence."

In a related development, the strikers have established boycott field offices in the Bronx, Brooklyn, Garden City on Long Island and in New Jersey.

The offices will be staffed by strikers who will work there in lieu of picket duty.

Individual groups also stepped up their efforts to thwart management's insistence to continue publishing during the strike.

Volunteers from the Transport Workers Local 100 and the striking unions have targeted the News's homeless hawkers in the subways.

Using TWU funds, the volunteers buy copies of the New York Times, Newsday and New York Post newspapers in bulk, said Jim Gannon, a TWU spokesman.

"The News has been holding us, our families and our jobs hostage for more than two months."

The union volunteers then stand near subway newsstands that carry the Daily News, giving away copies of the other newspapers in an effort to thwart sale of the News, Gannon said.

Local 100 represents 35,000 bus and subway workers in New York City.

The effort has been very successful, Gannon said, with an average of 60 workers volunteering to give away the papers on their free time or vacation time.

"We're not there to harass the hawkers," said Gannon, who noted that a majority of the subway riders nonetheless are not buying the Daily News.

Meanwhile, about two dozen striking Daily News reporters took over the paper's Brooklyn news bureau for a few hours last week to protest the company's failure to bargain in good faith.

"The News has been holding us, our families and our jobs hostage for more than two months and we want management to come back to the bargaining table and engage in true negotiations," said Tom Robbins, one of the strikers.

The News has "illegally replaced 2,300 strikers with permanent replacement workers," said Juan Gonzalez, chairman of the Newspaper Guild strike committee. "We want to save the newspaper and end the strike." Police quickly removed the protesters and arrested 10 people.

AFL-CIO NEWS

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LABORITE

INSTITUTES

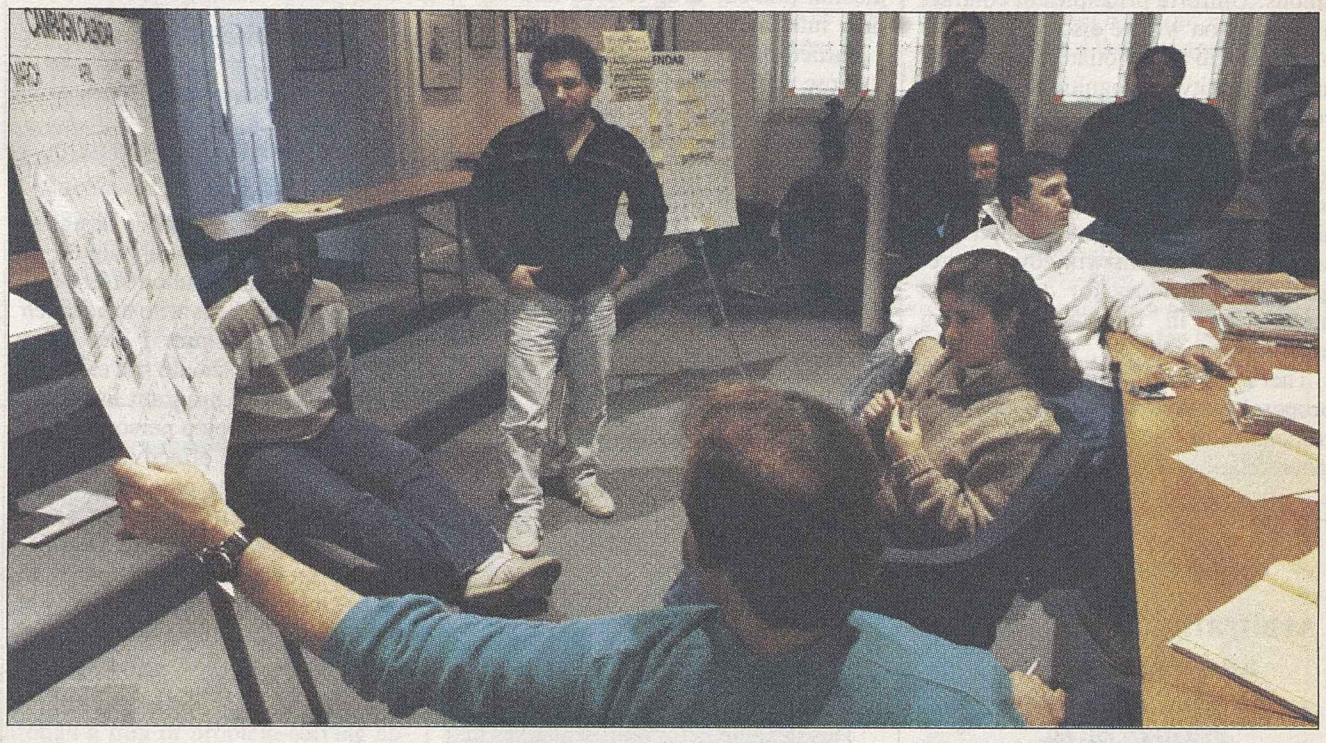
The George Meany Center for Labor Studies offers 48 institutes during the first six months of 1991. These four pages describe them.

Union leaders can choose from 48 institutes offered by the George Meany Center for Labor Studies during the first six months of 1991. This year, a Western Semester is offered during June at the University of California at Berkeley. The course descriptions on these pages are for programs in Silver Spring, except where indicated.

All full-time union officers, representatives and employees of AFL-CIO affiliates are eligible to attend these programs, which are designed to increase their knowledge and polish their skills.

Institutes, except for the College Degree Program and the Certified Employee Benefit Specialist (CEBS) Programs, are tuition-free. The College Degree Program and the Western Semester also require a special application form, available on request.

Any AFL-CIO organization or affiliate that wants to use the center should contact Janis Underwood, Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903, or telephone 301/431-6400.



Meany Center students chart the key stages of an organizing campaign.

Organizing Techniques I

February 3-8
May 19-24
June 23-28
(Western Semester, English and Spanish)

An introduction to basic organizing skills for new union organizers as well as a refresher course for organizers in the private sector.

Strategies will be discussed for dealing with anti-union arguments and techniques used by employers. An overview of the law concerning organizing also will be covered. Through role playing and discussion, participants will learn improved communications skills and their application to house calls, other one-on-one contacts and meetings.

Coordinator: *Marilyn G. Sneiderman*

Organizing II

March 3-8

Cosponsored by the AFL-CIO Organizing Institute, this course is for organizers who have completed Organizing I, The Organizing Institute Apprenticeship, and/or who have extensive experience in organizing.

The course will focus on strengthening an organizer's strategic and analytical thinking by using case studies to critically discuss recent campaigns. The sessions will focus on enhancing those skills needed to manage people in a campaign, run multiple campaigns, target larger units and train committees and volunteer organizers.

Coordinator: *Marilyn G. Sneiderman*

Labor Law for Organizers: Traditional and New Approaches

January 6-11

This program is for national and local staff with responsibility for and experience in organizing in the private sector. Organizing in the building trades is excluded.

The course emphasizes law as part of organizing strategy and the proper role of the National Labor Relations Act (NLRA) in a campaign (how to avoid having the law run the campaign). The program also will deal with alternative routes to obtaining recognition, including tactics to obtain voluntary recognition and the legal issues those tactics involve.

Coordinator: *Sharon Simon*

Organizing in the Construction Industry

May 5-10
June 2-7
(Western Semester)

This institute will offer building trades organizers an opportunity to build their skills in implementing local and regional campaigns. Participants will focus on oral and written communications with members, unorganized workers, contractors and purchasers of construction services, regional survey and targeting techniques, and on-site membership recruitment activity.

Participants will use simulations to get hands-on experience in organizing under the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

Contract Negotiations: Private Sector

January 6-11
February 10-15
(University of Oregon)

This institute is for full-time officers and staff who negotiate agreements in the private sector. Early sessions focus on the role of the chief negotiator at different points in the bargaining process, including preparing and designing initial proposals, developing committee work and record-keeping procedures, the structure and function of opening statements, styles of language and economic bargaining, and preparing for and directing the ratification process.

Actual bargaining-table tactics, such as the timing and structure of counterproposals, avoiding bargaining bottlenecks, effective communications at the bargaining-table and the use of mediation, will be developed through the use of case problems.

Coordinator: *Jeffrey MacDonald*

Contract Negotiations in the Construction Industry

April 28 — May 3

This program is for union staff and officers responsible for negotiating labor agreements with construction industry employers. The central purpose of the program is to improve the bargaining skills of union negotiators in an increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from initial proposals through ratification. The special problems associated with employer association bargaining will be analyzed and discussed with a full review of legal developments affecting bargaining in the construction industry.

Coordinator: *Jeffrey MacDonald*

The Craft of Negotiating

April 7-12
June 16-21
(Western Semester)

This institute on the techniques of contract negotiating is for full-time officers and staff who negotiate agreements in the private sector. There will be sessions on the role of the chief negotiator at different points of the bargaining process, preparation and design of initial proposals, developing committee work and record-keeping procedures, styles of language and economic bargaining, and preparing for and directing the ratification process.

Actual bargaining-table tactics, such as the timing and structure of counterproposals, effective communications at the bargaining table and the use of mediation will be developed through the use of case problems.

Coordinator: *Jeffrey MacDonald*

Negotiating Contracts with State and Local Agencies

February 24 — March 1

This institute on contract negotiating techniques is for union officers and staff who negotiate labor agreements with state and local agencies. Federal sector negotiations are not addressed.

Early sessions will discuss the role of the chief negotiator at different points in the bargaining process, including the preparation and design of initial proposals, committee work and record-keeping procedures, the structure and function of opening statements, styles of language and economic bargaining, and preparing for and directing the ratification process.

Special focus will be directed at third-party dispute resolution procedures and their impact on bargaining strategies. The program also will include sessions on reading, analyzing and using key public sector financial documents.

Coordinator: *Jeffrey MacDonald*

Using Microcomputers in Negotiations

June 2-7

This institute introduces participants to applications of small computers in contract negotiations. The primary focus is on the use of off-the-shelf spreadsheet software in developing contract-costing capabilities, which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals. Although Lotus 1-2-3 is used in classes, the skills developed are applicable to any standard spreadsheet program. Knowledge of computers is not necessary. But it is helpful to be familiar with standard contract-costing techniques.

This institute is for union staff or officers whose primary responsibility is contract negotiations or back-up research for negotiators.

Coordinator: *Jeffrey MacDonald*

Negotiating and Writing Contract Language

June 9-14

This institute is designed to improve skills needed to develop proposals and write contracts that will protect and improve the rights of members and their unions. Uniform principles of contract interpretation will be discussed. Issues of concern to all negotiators, including union security, recognition and other contract matters, will be examined.

Many unions face management negotiators who approach the negotiations with written proposals that substantially alter the traditional rights of unions and employees. Sessions will cover strategies and techniques for drafting and negotiating in today's bargaining environment.

There will be a focus on developing proposals, and writing draft contracts responsive to actual workplace and labor relations issues.

Coordinator: *Sharon Simon*

Arbitration: Preparation and Presentation

January 13-18
April 14-19
June 2-7
(Western Semester)

This institute concentrates on developing the necessary skills to prepare and present arbitration cases. Discussions will focus on what matters can be arbitrated and the selection of arbitrators. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to their investigation and to the rules arbitrators use in deciding them. Mock cases will be presented before professional arbitrators willing to share their knowledge.

This program is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Standards of Discipline and Discharge in Arbitration

February 10-15
June 16-21

This institute examines discipline and discharge standards and related issues of misconduct applied in grievance arbitration hearings. Participants will hear from arbitrators and examine case studies that concentrate on these issues:

The concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases, and discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation in this institute is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Arbitration in the Federal Sector

March 17-22

Although many procedures and practices in private-sector arbitration apply at the federal level, significant differences do exist and will be discussed during this institute.

Mock cases will be presented before professional arbitrators with experience in the federal sector. The cases will be videotaped and played back for analysis.

This institute is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Advanced Arbitration

May 19-24

This institute is designed to provide advanced training for grievance arbitration to help participants improve their techniques.

There will be exercises in the preparation and writing of post-hearing briefs, and discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Making the Legal System Work

January 20-25

This program is designed to improve the ability of union staff, officers and stewards to solve employment-related problems under existing local, state and federal legislation without losing sight of the primary importance of the union's rights under the collective bargaining agreement. The program will build on existing problem-solving and advocacy skills to enable the participant to more effectively represent the interests of union members.

Coordinator: *David G. Alexander*

New Staff Program

June 2-14

This two-week program is designed for individuals recently appointed or elected to a full-time union staff position. Those individuals who have taken **Organizing Techniques I** and **Contract Negotiations** should **not** enroll in this program. The program has three basic goals: To develop personal skills needed to function effectively in the many different roles of a union staff member; to improve planning skills needed to manage a contract negotiation, and to organize a campaign to revitalize a local union, and to provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinator: *Jeffrey MacDonald*

TV: The Cool Medium

January 22-25

This three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will have many exercises facing video cameras: a hostile confrontation, a panel discussion, an in-studio interview and 60-second addresses.

One session focuses on working with TV reporters: controlling an interview, recognizing deadly questions and avoiding "no comment." Another concentrates on relating to the camera, gestures, posture, eye contact, dress and makeup, body language, relaxation techniques and visual aids.

Coordinator: *Gene Morrill and Louise D. Walsh*

Newswriting and Editing for Union Publications

March 10-15
June 9-14
(Western Semester)

Union editors get coaching on newswriting and editing and pick up ideas from other union editors on how to make a publication more readable and credible. Classes focus on newswriting, feature writing, headline writing, photo editing, news sources, layout and design.

Coordinator: *Louise D. Walsh*

Effective Speaking

May 5-10

This workshop focuses on these basics:

Preparation for speaking — Selecting topics, researching, outlining and editing. Also covered are delivery of the message with vocal variety, rate, eye contact, audience analysis and an awareness of time and locale.

Daily Assignments — The workshop format provides a variety of speaking situations.

Individual Coaching — Several exercises are videotaped for playback and critique.

Listening — Exercises will emphasize listening skills, helping students become more attentive and responsive.

Coordinator: *Gene Morrill*

The Union Administrator and Business Agent

January 13-18
June 16-21

This workshop, for full-time officers and business agents, will focus on several major concerns: identifying and solving problems, enhancing leadership style, organizing time and support systems, organizing the backup system in the office, monitoring finances and budgeting, reaching members, and keeping out of trouble with the law.

Coordinator: *Marilyn G. Sneiderman*

Labor Law in the Construction Industry

February 3-8

The special treatment of the construction industry by federal law requires that a specialized course be offered to building leaders and staff. The institute will cover: union referral practices; union regulation of work and anti-trust laws; non-traditional economic pressures; corporate change in the employing unit including the problems of double-breasted contractors, bankruptcies and mergers; union security, union dues and related legal issues; collective bargaining and contract enforcement in multi-employer bargaining units, and ERISA and job-creating investments.

Coordinator: *Robert J. Pleasure*

Application to Register for Labor Studies

To reserve a place in an institute, workshop or seminar at the George Meany Center, please complete this applications and mail it with your check for $120. Your deposit of $90 will be credited to your room and board bill, and $30 covers your registration fee. The deposit for registrants who live in the Washington, D.C. area and commute to class is $70. It covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received by the Wednesday before the program. Please make the check payable to the George Meany Center for Labor Studies.

For more information about any program, call the Registrar at 301/431-6400.

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

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☐ Commuting to class
☐ Single room @ $90 daily
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Please enroll me for (course): _____

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(Deposit required with application)

Name of applicant: Mr./Ms. _____

Address: _____

City: _____ State: _____ Zip _____

Sponsoring Union: _____

Applicant's Union Office or Position: _____

Office phone and area code Signature Date

Western Semester takes core classes to California

The George Meany Center will make the labor studies core curriculum more accessible to union leaders and staff in the western states by opening its first Western Semester at the Clark Kerr Center of the University of California at Berkeley in June.

The programs will be sponsored by the George Meany Center and the AFL-CIO Department of Education, in cooperation with western university and college labor education centers.

Seven institutes from the Center's core curriculum will be offered. They are: Organizing Techniques (in English and Spanish); Arbitration: Preparation and Presentation; Labor Law in the Construction Industry; The Craft of Negotiating, and Newswriting and Editing for Union Publications.

The AFL-CIO Department of Education will offer workshops in Advanced Teaching Techniques in Labor Education and One-on-One Communications in English and Spanish.

Enrollment will be limited to staff and officers of AFL-CIO affiliated unions.

Because of limited space, first priority will be given to those applicants west of the Mississippi River. All registrations are based on double occupancy (two-bedroom suites with a shared bathroom) at the daily rate of $98. This includes three meals per day beginning with dinner the first evening.

Full registration is due upon application. Registration fees are as follows: $490 for five-day courses, $294 for three-day courses and $196 for two-day courses.

Commuter fees include lunch each day and are $175 for a five-day course, $105 for a three-day course and $70 for a two-day course. Weekly parking stickers are available to commuters who drive for $15.

Cancellations must be received 14 days prior to the beginning of class for full refund of registration; after 14 days, one-half of the registration will be refunded.

All classes will begin at 7 p.m. the first evening. Class confirmation, as well as housing and transportation information, will be sent upon registration.

For more information about enrolling in the Western Semester, please call the Registrar's office at the George Meany Center for Labor Studies at 301/431-6400.

Central Labor Councils: Leadership and Leverage

February 19-22

This institute is for full-time and part-time officers and staff of Central Labor Councils who want to improve the "leadership and leverage" of their councils to advance the aims of the labor movement in their areas. Participants will look at being more effective in their administrative, service and coordination roles.

Throughout the week, participants will consider AFL-CIO policies and procedures that relate to Central Labor Councils. Sessions will examine ways to encourage local union affiliation and strategies to build community support and work with the news media. Participants will look at how to meet the needs of different affiliates through upgrading services in education, community relations and strike support.

Coordinator: *Marilyn G. Sneiderman*

Personal Computers for Local Unions

February 19-22

This institute will provide union staff members with information about the uses of mini- and micro-computer systems. Their applications will be discussed with suggestions for staff training and computer maintenance.

Classes are taught in plain, non-technical terms by instructors who are computer specialists as well as unionists. There will be hands-on workshop sessions for participants using state-of-the-art mini-computers. The course provides information that will help union staff assess their computer needs and deal with computer vendors.

Coordinator: *Chuck Hodell*

Labor Relations in the Federal Sector

March 4-8

This week-long institute will provide an overview to important subjects affecting the role of staff and officers in unions representing workers in the federal sector. The institute will be taught by professionals in labor relations who have extensive experience in the federal sector.

The institute will cover such subjects as: collective bargaining in the federal sector; grievance handling and arbitration; how to deal with adverse and performance-based actions, and strengthening the union from within.

Coordinator: *David G. Alexander*

Occupational Health and Safety

March 24-29

This institute is designed to help union officials respond effectively to the complex problems relating to chemical and physical hazards in the workplace, through a mix of problem-solving approaches: contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies, and mobilizing community support around health and safety issues.

Coordinator: *Marilyn G. Sneiderman*

Effective Union Action for Civil Rights

April 15-19

The AFL-CIO Civil Rights Department's annual conference is planned especially for civil rights and women's rights designees of AFL-CIO unions. The conference is useful as well for all interested union officers and staff members.

Coordinator: *Marilyn G. Sneiderman*

Union Issues for Working Women

May 5-10

This institute identifies concerns of women workers while developing new strategies and approaches to tap the energy that millions of women bring to the trade union movement. Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation. The institute also focuses on building leadership skills.

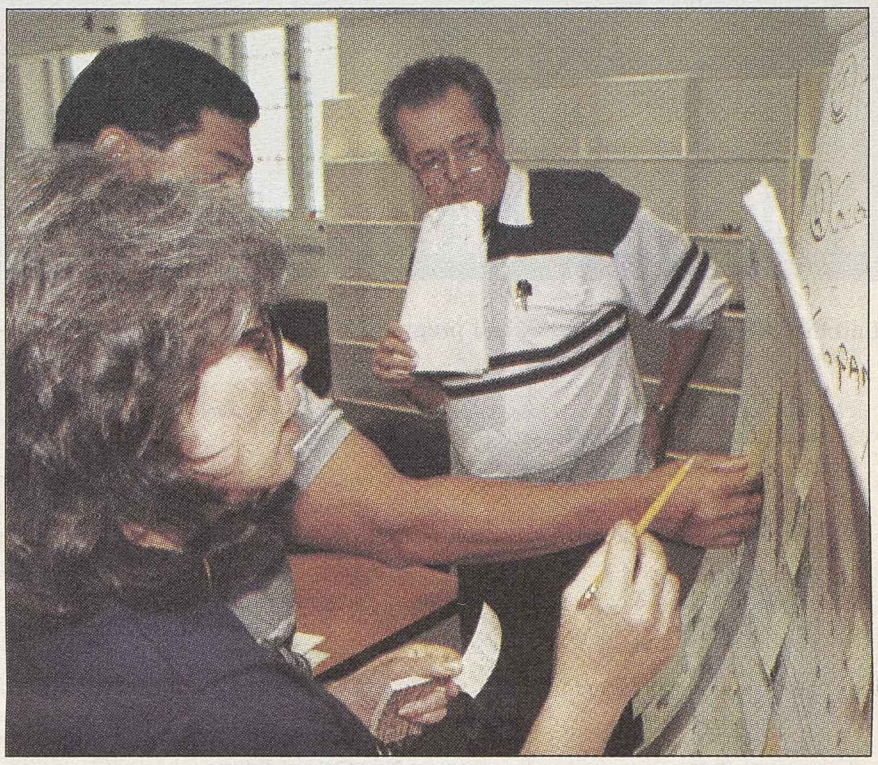
Coordinator: *Marilyn G. Sneiderman*

Advanced Teaching Techniques

June 9-12
(Western Semester)

This institute is for experienced labor educators interested in using "instructional technology." There are two major objectives — to explore the current and potential uses of instructional technology (computers, videos and other electronic devices) in labor education, and to determine appropriate uses of such techniques within the context of good instructional design.

Coordinator: *Ed Czarnecki*



Students compare notes during seminar.

'Audio magazine' highlights labor studies center programs

The George Meany Center for Labor Studies is introducing an "Off-Center" audio magazine, quarterly cassettes that will provide the latest information on institutes and labor developments.

Recorded and produced on the campus of the Meany Center in cooperation with the AFL-CIO Education Department, the first cassette offers course updates in organizing, communications, arbitration, labor law and bargaining.

The Off-Center program will include interviews with labor instructors and labor leaders participating in the Meany Center programs, developed in short, three-to-four minute segments in an entertaining format. Tapes run about sixty minutes.

Contact the George Meany Center at 10000 New Hampshire Avenue, Silver Spring, Md. 20903.

George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903
301/431-6400

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United Food and Commercial Workers International Union

Teaching Techniques for Labor Education

March 10-15
June 23-28
(Western Semester)

Co-sponsored with the AFL-CIO Department of Education, this institute explains adult education techniques and teaches how to run a workshop in the field. Topics include how to use questionnaires, role plays, audio-visuals and how to conduct effective classroom discussions.

Coordinators: *Marjorie Rachlin, Marilyn G. Sneiderman, Diana Linton and Susan Washington (Western Semester)*

One-on-One Coordinator Training Programs

June 16-18
(English/Western Semester)
June 19-21
(Spanish/Western Semester)

The one-on-one program is a structured communications method designed to train local union officers, stewards and activists to talk to the members face to face about important issues and, in the process, ask members their opinion and enlist their support.

Training consists of planning a one-on-one canvass; developing a survey; leaflet and training materials on an issue, and teaching others these techniques.

Coordinator: *Susan Washington*

Certified Employee Benefit Specialist (CEBS) Programs

January 7-11
(Social Security Savings Plans — Course III)
January 7-11
(Life and Health Benefits — Course I)

This program consists of 10 courses and corresponding examinations in areas of importance to the employee benefits field, including: life, health and other group benefit programs; Social Security, savings plans and other retirement arrangements, and the contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework within which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

Coordinator: *Jeffrey MacDonald*

Labor and the Schools

June 12-14
(Western Semester)

This institute gives examples of the labor movement's efforts to tell labor's story in the schools, and guides participants through the preparation and delivery of a simulated presentation for students.

Coordinator: *Mary Lehman*

George Meany Center

GEORGE MEANY CENTER FOR LABOR STUDIES

CALENDAR

Enrollment is open for institutes and programs in **bold type.**

JANUARY

6-11
Contract Negotiations: Private Sector

6-11
Labor Law for Organizers

6-11
International Brotherhood of Electrical Workers

7-11
CEBS/Social Security Savings Plans/Course III

7-11
CEBS/Life and Health Benefits I

13-18
Arbitration: Preparation & Presentation

13-18
United Food and Commercial Workers

13-18
United Brotherhood of Carpenters

13-18
Union Administrator & Business Agent

20-25
International Brotherhood of Electrical Workers

20-25
AFL-CIO COPE

20-25
Making the Legal System Work

21-25
AFL-CIO Community Services

22-25
TV: The Cool Medium

26-Feb. 1
College Degree Program

FEBRUARY

3-6
Association of Flight Attendants

3-8
Organizing I

3-8
AFSCME

3-8
Labor Law in the Construction Industry

3-8
International Association of Iron Workers

3-March 2
American Institute for Free Labor Development #149

9-14
Amalgamated Transit Union

10-15
Standards of Discipline & Discharge in Arbitration

10-15
American Federation of Government Employees

10-15
Contract Negotiations: Private Sector (University of Oregon)

15-20
The Newspaper Guild

19-22
Personal Computers for Local Unions

19-22
Central Labor Councils

19-22
Transport Workers Union

21-24
Frontlash

24-March 1
Negotiating Contracts with State and Local Agencies

24-March 1
Laborers' International Union

24-March 1
Service Employees Int'l. Union

24-March 2
American Federation of Teachers

MARCH

3-8
Brotherhood of Maintenance of Way Employees

3-8
Organizing II

4-8
Association of Flight Attendants

4-8
Labor Relations in the Federal Sector

9-12
Amalgamated Transit Union

10-15
Newswriting & Editing for Union Publications

10-15
Teaching Techniques for Labor Education

13-17
Amalgamated Transit Union

16-21
Amalgamated Transit Union

17-22
Arbitration in the Federal Sector

17-23
Bricklayers

17-April 13
American Institute for Free Labor Development *#150*

18-22
Communications Workers of America

23-27
Amalgamated Transit Union

24-29
Occupational Health & Safety

31-April 12
Communications Workers of America

APRIL

7-12
Craft of Negotiating

7-12
Air Line Pilots Association

7-26
African-American Labor Center

14-19
Arbitration: Preparation & Presentation

15-19
Effective Union Action in Civil Rights

20-25
Amalgamated Transit Union

21-26
International Association of Iron Workers

21-May 18
American Institute for Free Labor Development *#151*

28-May 3
Contract Negotiations in the Construction Industry

28-May 17
Communications Workers of America

28-May 1
International Ladies' Garment Workers Union

28-May 3
Bakery, Confectionery and Tobacco Workers Union

28-May 3
AFSCME

MAY

5-10
Effective Speaking

5-10
Organizing in the Construction Industry

5-10
Laborers' International Union

5-10
Union Issues for Working Women

11-16
Amalgamated Transit Union

13-16
Association of Flight Attendants

19-24
Advanced Arbitration

19-24
Brotherhood of Maintenance of Way Employees

19-24
Organizing I

19-June 7
African-American Labor Center

28-31
International Union of Electronic Workers

JUNE

2-7
Using Microcomputers in Negotiations

2-7
Arbitration: Preparation and Presentation (Western Semester)

2-7
Organizing in the Construction Industry (Western Semester)

2-14
New Staff Program

2-7
Bakery, Confectionery and Tobacco Workers Union

2-29
American Institute for Free Labor Development *#152*

9-12
Advanced Teaching Techniques (Western Semester)

9-14
Negotiating & Writing Contract Language

9-14
Association of Flight Attendants

9-14
AFSCME

9-14
Newswriting and Editing for Union Publications (Western Semester)

10-14
CEBS (Course to be Announced)

10-14
CEBS (Course to be Announced)

12-14
Labor and the Schools (Western Semester)

15-20
Amalgamated Transit Union

16-18
One-On-One Coordinator Training Programs (English) (Western Semester)

16-21
Standards of Discipline & Discharge in Arbitration

16-21
Union Administrator & Business Agent

16-21
The Craft of Negotiating (Western Semester)

19-21
One-On-One Coordinator Training Programs (Spanish) (Western Semester)

23-25
The Great Labor Arts Exchange

23-28
Brotherhood of Maintenance of Way Employees

23-28
United Food and Commercial Workers

23-28
Organizing Techniques I (English and Spanish) (Western Semester)

23-28
Teaching Techniques for Labor Education (Western Semester)

Emergency room logjam is symptom of crisis

Continued from Page 1
George of the Teachers' Federation of Nurses and Health Professionals, reported on his seven years in the emergency room: "It is very common to see non-emergency illnesses in the emergency room. This is often due to the fact that many people cannot afford to go to a doctor.

"Working parents whose child becomes ill in the evening will go to the emergency room for care," he said. "Other parents will not call their doctor, because they cannot afford to take the next day off from work to go to the doctor's office."

Karen Ignagni, director of the AFL-CIO Department of Employee Benefits, noted that the "use of the emergency room as the health care provider of last resort for millions of Americans is a testament to the need for health care reform."

"Hospitals that can't afford to be the provider of last resort are closing their doors to people who deserve to receive quality and accessible care in a dignified setting," Ignagni said.

Kellermann, in a telephone interview, cited studies showing that emergency room care is far more expensive than other medical care, "and ultimately costs the taxpayers, government and insured patients much more," he said.

"Another problem we clearly see," Kellermann continued, "is patients who put off treatment hoping they'll get better and the illness will go away — by that time, they're so sick they require hospitalization and major medical intervention.... That illness then is far more costly, more difficult to treat, than it needed to be."

He also said he spends much of his time doing basic, walk-in, primary care medicine. "It's not the most cost-effective, but it's the most realistic option for most people."

Texas State Sen. Chet Brooks testified at the AFL-CIO health care hearing in Austin Oct. 25 that "there are over 3 million Texans who have absolutely no health insurance. One million of these uninsured Texans are children, and over half of them will not even be seen by a doctor this year."

"Those who will seek medical attention are five times as likely as a child who does have insurance to use the emergency room as the primary source of medical care," he said.

The solution, Kellermann said, is "some rational, appropriate form of national health care, where everybody pays and everybody's eligible to receive a good, basic, decent standard of health care, with a strong interest on preventive medicine as well."

Labor education parley mulls path to health care reform

Options for national health care reform were the main order of business at the annual meeting of the Labor/Higher Education Council, sponsored by the AFL-CIO and the American Council on Education, held Nov. 28-29.

Council participants at the Boston meeting worked in small groups to develop a consensus on basic principles for a national system, including discussion of universality, comprehensiveness, portability, equitable access, efficient services, simplicity and rationality, cost containment and accountability and wellness.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the council that health care is "America's great big peculiar mess." He pointed out that "the issue occupies all our attention, none of the proposed solutions is clear and easy, nobody likes the current system, and national health care reform is a common interest of the ACE and the AFL-CIO. We have to work together on it."

Attending the meeting were officials from international unions, colleges and universities and educational associations. In addition to Donahue, the participants heard from ACE officials, health care reform advocates and union and university presidents.

Dr. Robert J. Blendon of Harvard University's School of Public Health, summarizing survey data from 100,000 Americans, said that "the cost of medical care is one of the most important problems for American workers; that among industrialized nations, Americans are the most dissatisfied with their health care system; that employers don't know how to control health care costs, and that Americans seem ready for national health care reform."

John J. Sweeney, president of the Service Employees and head of the AFL-CIO's Health Care Committee, characterized national health care reform as "our toughest political issue, which will have to be dealt with soon."

The issue, Sweeney said, is "just too big and too complex to be solved plan-by-plan or employer-by-employer." He called on education to join labor in seeking health care changes.

Dr. Stuart H. Altman of Brandeis University's School of Social Welfare, told the council that "the public is financially scared." He said the United States needs "to make our health care system financially more equitable, fairer and more stable, or the system can't continue much longer."

In other business, the council adopted a wide-ranging statement on "Labor in Higher Education Governance," urging "nominating and appointing authorities to consider the leaders of organized labor for election or appointment to the boards of higher education."

Noting that one-third of all trustees are corporate officials, the council said that "leaders of organized labor bring considerable resources, talent and knowledge deeply rooted in the community that can be immensely helpful to boards that seek to be well-balanced in their composition and expertise."

DEATHS

Joseph A. DiGiorgio, 74, who served as secretary-treasurer of the Seafarers for nearly 20 years until his retirement last year, died Dec. 26 in Valley Lee, Md. DiGiorgio spent 40 of his 50 years in the union in elected office, advancing from patrolman and port agent to secretary-treasurer in 1972. He also served as an employee trustee on various trust fund boards, including the welfare, pension and vacation plans, which are administered by the SIU and its contracted operators.

Charles H. Vaughan, 53, art and lighting director, set designer, graphic artist and computer coordinator for the AFL-CIO's Labor Institute of Public Affairs, died Dec. 29 after a massive heart attack. Vaughan, a full-time staff member since January 1989, designed the AFL-CIO convention settings, created graphics and lighting for LIPA programs and productions. In a letter to family members. AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue noted that "the trade union movement was indeed fortunate that Chuck Vaughan chose to devote his unique, creative talents to the cause of helping workers achieve a better life for themselves and their families." He was a member of the Newspaper Guild and IATSE.

RWDSU approves 1199 separation

The Retail, Wholesale and Department Store Union announced that its affiliate, Local 1199, separated effective Jan. 1, after the union and its local determined "that their organizing and servicing initiatives would best be served if they separated."

The RWDSU Executive Board unanimously endorsed the agreement in late December.

The union said the separation allows Local 1199 leadership to pursue its preference to concentrate "its funds and efforts solely in the field of health care." The RWDSU, which has 200 locals in the United States and Canada, will pursue a 1990 convention commitment of several million dollars to organizing "among food workers, particularly in poultry plants, retail workers and other workers in fields it currently represents."

The RWDSU statement noted that Local 1199 represents between 60,000 and 70,000 members in the health care field and that the RWDSU now has between 110,000 and 120,000 members, "largely in retail, food processing and distribution, general manufacturing and clerical and service areas."

"Organizing drives are currently under way among food processing workers in the southern United States, and U.S. and Canadian retail and industrial workers," the RWDSU said.

The union noted that in addition to authorizing funds for organizing, the convention "established a training program for staff and stewards and committed a half million dollars to literacy programs for poultry workers."

Texas AFL-CIO wins court stay of new workers' comp law

By Sharolyn Rosier

The Texas AFL-CIO has won a temporary injunction halting the full Jan. 1 implementation of the Texas Workers' Compensation Act. The injunction is the first step in a constitutional challenge to the new law filed in a state District Court.

Texas AFL-CIO President Joe D. Gunn, noting the law fails to protect injured workers or to guarantee justice as required by the Texas constitution, said that "the injunction prohibits the state from using a law that is regressive, punitive and patently unfair." The court also ruled that the Texas AFL-CIO has proper legal standing in the challenge.

Besides denying workers the fairness of due process, Gunn said, the law does not provide for equal protection and the right to jury trials. He also questioned whether the law conforms with legislative revenue-raising requirements.

In granting the injunction, State District Judge Eugene Stewart questioned the constitutionality of a law that does not permit covered workers to opt out of the new system.

Passed by the legislature and signed by Gov. William Clements last December after a year of often bitter disputes, the new law ordered an extensive overhaul of the system that pays the medical bills, some living expenses and limited compensation for workers injured on the job.

"We opposed the legislation when it passed because it was a bad law," Gunn said. "We regret we had to appeal to the judicial system for justice, but that's why we have a governmental system of checks and balances. Unfortunately, in recent years the judiciary repeatedly has had to correct the actions and inactions of state government in Texas. Hopefully, with a new administration coming into office, that's about to change."

Gunn said that while Texas workers' compensation insurance premiums that employers pay are among the highest in the nation employees receive benefits that are among the lowest. Since 1985, workers' compensation insurance has tripled.

The new law would raise the maximum benefit from the current $252 to $426. However, Gunn said, while the maximum benefits go up for the lowest-paid 77 percent of Texas workers, the new formulas actually reduce the amount of weekly benefits.

In addition, workers would have disputes heard in a "contested case hearing" and then could appeal the administrative ruling to a panel of three state lawyers.

They would not be allowed to appeal the case to a court for a jury trial until going through the new bureaucratic hearing procedure.

Gunn said this restriction violates the state constitution's "open courts" provision by placing "dramatic restrictions on both access to courts and redress for injuries sustained."

The law also denies workers a jury trial "in the full constitutional sense" by limiting the issues a jury can consider if a workers' compensation case does go to court, the state federation suit says.

Other provisions of the law violate the state constitution by treating workers differently, the union asserts. For example, the suit charges, seasonal workers, the majority of whom are Hispanic migrant workers, will get fewer benefits than non-seasonal workers.

Attorneys representing the Texas AFL-CIO in the court action are David R. Richards, a well-known constitutional lawyer and former general counsel to the Texas AFL-CIO, and Bill Whitehurst, former president of the Texas Bar Association.

On land and sea, unions oppose AT&T's policies

By Sharolyn Rosier

The Communications Workers, angered by contract violations by American Telephone and Telegraph Co., have opposed the company's hostile takeover of NCR Corp., warning that AT&T jobs are at stake.

And in another broadside against the telecommunications giant, the AFL-CIO Maritime Trades Department has condemned AT&T for considering the use of foreign crews to man its two new cable-laying ships.

AT&T's attitudes were the subject of an emergency meeting of CWA local leaders in Chicago, called by CWA Vice President Jim Irvine.

"In light of AT&T's violation of the collective bargaining contract with the union," Irvine said, "we would urge NCR employees to get AT&T to put their commitment to retain all NCR employees after a possible takeover in writing. But even that doesn't count with AT&T management anymore.

"AT&T has gone from a company that cared about its employees and treated them with dignity and respect, to a company that betrays its employees at every turn," Irvine said.

NCR has rejected AT&T's takeover bid, but AT&T has taken its case to stockholders, offering $90 per share of stock. The going rate for the stock is $53 per share, said Irvine.

The union charges that AT&T has circumvented the contract bargained in 1989, establishing new titles for employees. In order to get around the collective bargaining contract, the union said, the company has divided into 19 separate and competitive business units, which are not abiding by the national contract.

Ready to fight

"Our members are angry and frustrated at AT&T's mismanagement, and frankly, the mood out there is that people are ready to fight and are not going to take any more," said Irvine.

CWA officers, stewards and members have gathered hundreds of signatures of prominent Americans in an effort to build community coalitions against AT&T activities. Called Concerned Communities Against AT&T Closings, the signers express their concern about AT&T's pursuit of a "corporate policy which threatens the economic health of our communities and displaces longtime employees."

Meanwhile, the Maritime Trades Department called on Congress to examine the foreign crew scheme, which the department said may be the "opening gun in a plan by AT&T to export jobs throughout the giant enterprise."

In a letter to members of Congress, MTD President Michael Sacco said, "Should AT&T be foolish enough to go forward with the scheme to hire foreign seamen, they certainly would forfeit any claim to further use the word American in the company name as far as the people of this country are concerned."

Sacco noted that the Seafarers, who have had a collective bargaining relationship with AT&T's subsidiary Transoceanic Cable Ship Co. for 31 years, have always worked in cooperation with the company. For example, SIU has developed training programs to achieve greater efficiency and lower costs, he said.

AT&T's cable-laying ships, Long Lines and Charles L. Brown, hold laboratories and rooms full of communications gear and are among the most technologically advanced vessels afloat. No foreigners serve aboard either vessel.

The expansion of AT&T's cable ship fleet calls for three new cable ships — one of which, the Global Link, has been through sea trials and was expected to be fully operational this month.

Agreement reached

According to the union, the company and the union worked on a manning scale for the Global Link in August. Additionally, the two parties agreed the union would announce at its membership meetings of September and October that Seafarers interested in employment on the new cable ships should register accordingly. American licensed officers flew to Singapore, joined the Global Link, and have been aboard the vessel since mid-summer.

Subsequently, AT&T began considering putting the vessel under a foreign flag and manning it with non-Americans.

"At stake in AT&T's job export strategies are hundreds of thousands of jobs and America's industrial and technological capability," Sacco warned.

Labor coalition wins VDT protections in San Francisco law

Continued from Page 1

tion of glare, correct lighting levels, and noise reduction of impact printers. Upon request, employers must provide arm rests, wrist rests, foot rests, adjustable document holders and task lighting.

Under the ordinance, employers who do not provide rest breaks every two hours will have to provide 15 minutes of alternate work. If no alternate work is available, the employer must provide a written explanation to the employee.

A VDT advisory committee, composed of seven representatives of labor, business and the academic community, will be appointed by April 1 to review scientific and technological research and to submit an annual report to the board.

The measure was introduced in late August by Supervisor Nancy Walker. On Dec. 10, the bill was adopted on its first reading by an 8-1 vote. It garnered a 7-4 vote on its second reading.

Mayor Agnos, who hadn't committed to signing the measure, called a seven-hour meeting Dec. 22, at which representatives of labor and business cooperated to craft compromise amendments that address business concerns. Agnos then signed the legislation. The proposed amendments will be the subject of a Jan. 7 hearing and likely will be adopted by the board later.

The city's business community had campaigned vehemently against the measure, holding that the cost of compliance would make them uncompetitive and predicting businesses would move from the area. The compromise language addresses the employers' concerns and reduces the possibility of a court challenge, Varacalli said.

The amendments provide that, starting one year after the effective date, any new equipment bought would have to comply with the ordinance. Within 30 months, businesses would have to upgrade old equipment to comply with the law, but would not have to spend more than $250 per workstation. Full compliance, regardless of cost, would have to be achieved four years after the ordinance takes effect.

The VDT Coalition includes the San Francisco AFL-CIO, SEIU and its Joint Council 2 and Locals 250, 535, 790 and 1000, AFSCME Local 3218, Communications Workers Local 9410, Office and Professional Employees Local 3, Newspaper Guild Local 52, Transport Workers Local 200 and the Professional and Technical Employees.

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JANUARY 7, 1991

AFL-CIO NEWS

INSIDE

1 ***San Francisco law protects VDT users***
A union-backed coalition wins landmark protections — including light and equipment standards — for some 60,000 workers using video display terminals in San Francisco.

2 ***AFGE suit challenges ban on outside pay***
The Government Employees are challenging a federal ethics law that bars workers from being paid for speeches or articles on topics outside their government job responsibilities.

3 ***Labor studies center lists 1991 programs***
The George Meany Center for Labor Studies offers its 1991 course schedule and introduces a Western Semester program at the University of California at Berkeley.

1 ***Emergency room woes point to health crisis***
Families who have lost their health insurance are forgoing treatment at doctors' offices and eventually ending up at crowded hospital emergency rooms, where care is costly.

2 ***Court supports ALPA recall rights***
Eastern Airlines said it will obey an appeals court ruling that rejected the carrier's practice of giving preference to trainees over Air Line Pilots who offered to return to work.

7 ***Texas federation blocks unfair law***
The Texas AFL-CIO won the first round in a court battle over the state's new workers' compensation law, winning a temporary court injunction blocking the measure.

UNION YES

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VOLUME 36, NUMBER 2 JANUARY 21, 1991

Report on Congress

Congress is graded on key votes during the second session of the 101st Congress. **See Pages 7-10.**

Workers struggle in worsening economy

AFL-CIO seeks jobs programs, UI revamping

By Candice Johnson

The unemployment insurance system is failing the workers it was set up to help, AFL-CIO Secretary-Treasurer Thomas R. Donahue said, warning that millions of workers will be swamped by the deepening recession if the jobless benefits system is not repaired.

The federation also called on Congress to develop recession-fighting jobs programs to meet neglected needs, and to expand retraining programs for displaced workers.

Changes in the UI program made in the 1980s "completely disqualified many workers and chopped up protections that were created for the long-term unemployed during recessions," Donahue said, noting that only a third of unemployed workers received benefits in 1990, compared to two-thirds compensated during the 1975 recession.

"For those lucky enough to beat the odds and get some benefits, their payments average only a third of their lost wages" because of caps set by state legislatures on weekly benefits, Donahue said.

The AFL-CIO has called on Congress to set some minimum standards for eligibility and benefits so that more workers are covered by the program. In addition, the federation said, Congress must address the serious shortfalls

Continued on Page 3

System fails to meet needs of unemployed

By Sharolyn Rosier and Candice Johnson

Laid off in March 1990 from his job with Analog Digital Statistics in Waltham, Mass., Thomas Maguire collected unemployment insurance for six months while running into brick walls in his search for a new job.

Although highly skilled and experienced, Maguire remains unemployed and uncompensated. Consequently, he has begun dipping into the college tuition fund he set up for his 17-year-old daughter to support his family, which includes four other children.

Maguire's story, told to the Senate Labor and Human Resources Committee, is typical among American workers in these times when, facing layoffs and a tightening job market, they cannot count on unemployment compensation to help them ride out the current recession.

The flawed benefit system failed Ernie William Bramlett, who had worked at a meat processing plant in Troy, Ohio, for 11 years. One day in January 1990, the company said it would shut down for repairs, for about 4 to 6 weeks. "But that turned out to be our last day of work," Bramlett recalled. With no notice, nearly 400 workers were out on the street.

B.J. Packing, which had bought the

Continued on Page 13

Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland joins protest at the Soviet Embassy in Washington against the Jan. 12 invasion of the independent republic of Lithuania. With him is President William H. Bywater of the Electronic Workers. They called for a cutoff of "all economic aid, credits and loans to the USSR until democratic rights are restored in Lithuania." Kirkland made a similar call three weeks earlier after being warned by Kazimieras Uoka of the Lithuanian Workers Union that Soviets might take action "under cover of the crisis in the Persian Gulf."

Kirkland says labor stands with troops

The labor movement stands in full support of American troops, AFL-CIO President Lane Kirkland said the morning after allied air strikes began in Iraq and Kuwait.

"Whatever the differences over the best way to end Iraq's brutal occupation of Kuwait, these differences must be set aside," Kirkland said.

"The American labor movement stands in full support of our country and of the men and women in our armed forces and their courageous efforts to bring this conflict to an early and decisive conclusion."

The Kirkland statement came as U.S. government and military officials were calling the Jan. 16 air strikes highly successful, but stressing that they were only the first phase.

Since Iraq's Aug. 2, 1990, invasion of Kuwait, Kirkland's only previous comment came in the federal budget battle.

He said on Aug. 22 that "in the face of this crisis, the Gramm-Rudman-Hollings law should be suspended to insure the nation has the flexibility to deal realistically with the Middle East emergency and related defense needs, with the possibility of inflation and/or recession, and with the threat of a severe energy shortage."

And, he noted at that time, "the nation's human and social needs continue and cannot be further neglected as a matter of expediency."

USWA settles pension suit: $415 million

By James B. Parks

More than 3,000 current and former Steelworkers will receive a record $415 million from the Continental Can Corp. under an agreement to settle two civil lawsuits against the company and its parent Kiewit Holdings Group.

The suit claims company officials conspired to deny the workers their negotiated pension benefits.

"This is a historic event in the continuing battle to protect the pension rights of American workers," said Robert Plotkin, the lead attorney for the workers. The settlement, Plotkin said, is the largest payout to workers in the history of the Employee Retirement Income Security Act of 1974, which prohibits employers from trying to avoid pension obligations.

"Although the company dragged these cases through the courts for almost 10 years despite its clear-cut guilt, the USWA is pleased that the workers who had been fraudulently deprived of their hard-earned pensions are finally going to be compensated," said Leon Lynch, USWA vice president for human affairs and chief negotiator with the container industry.

"This unconscionable act by the company has created untold hardship on people who gave their working lives to Continental Can only to be turned out into the cold without so much as a thank you," he said.

Half of the settlement amount, $207.5 million, has been deposited in a special interest-bearing account under the

Continued on Page 6

Rail report offers basis for accord

By Arlee C. Green

The nation's major railroads and the 11 unions representing their employees found a glint of hope in a Presidential Emergency Board's recommendations for resolving a three-year-old national contract dispute.

"We believe the recommendations, with some modification, establish a solid base for a negotiated settlement, if the rail carriers pull back from their position on no wage increases and sweeping rule concessions," said Richard I. Kilroy, president of the AFL-CIO Transportation Trades Department and of the Transportation Communications Union.

"Rail labor did not receive, by a long shot, what we have patiently waited for after three years of bargaining and no wage increases," Kilroy added.

The Presidential Emergency Board No. 219 examined two sets of issues: health and welfare, and wages and work rules. Its historic 118-page report covered a consolidation of 22 separate contract cases filed with the National Mediation Board.

Speaking to the board's recommendations on health and welfare issues, Kilroy said the TCU believes the recommendations are "sufficient to reach an agreement, even though some portion of future increased costs would be borne by the employees from cost-of-living adjustments."

Prompt settlement needed

The threat of war in the Middle East "also influences our decision to try to settle this issue as quickly as possible so that rail labor can remain a vital part of the defense or war effort," he said.

The National Railway Labor Conference, representing 56 major rail transport companies, wants the unions to accept major rule changes and a nearly eight-year wage freeze. Of the emergency board's report, the NLRC said the recommendations "go too far on wages and not nearly far enough on work rule relief." The unions are seeking annual 5-percent increases and a modest cost-of-living adjustment, retroactive to July 1, 1988.

The emergency board recommended a $2,000 lump-sum signing bonus, 3-percent increases on July 1, 1991 and 1993 and a 4-percent boost on July 1, 1994. Three-percent lump-sum bonuses would be paid on July 1, 1992, and Jan. 1, 1993 and 1994, with a 2-percent lump-sum on Jan. 1, 1995. A cost-of-living raise would kick in July 1, 1995.

Raymond Crowell/Page One Photography

As part of the AFL-CIO's campaign to keep workers' concerns in the focus of political leaders and opinion makers, backlit "Union Yes" billboards are now in place in all the major concourses at Washington's National and Dulles Airports. The airport advertising is a part the federation's multimedia "Union Yes" effort.

Daily News ultimatum seen as ploy

By James B. Parks

Leaders of the unions striking the New York Daily News dismissed as a ploy an announcement that the paper may close or be sold, saying they would continue to press management to stop posturing and talk about a settlement that would save the News.

The announcement by News Publisher James Hoge that the paper would close or be sold unless it could stop its financial hemorrhage was characterized as another "squeeze play" from a management bent not on a settlement but on a "union-free environment."

The nine unions also said they would continue their boycott of the paper's advertisers and pursue a corporate campaign against the paper's Chicago-based parent Tribune Co.

In an effort to resolve the strike, New York Mayor David Dinkins summoned union leaders and Hoge to a Jan. 17 summit at Gracie Mansion.

After the meeting, George McDonald, president of the Allied Printing Trades Council, which represents the striking unions, said the meeting explored "the News' position on settling with the unions or selling the paper."

"The meeting was one of procedure of how to go forward with negotiations," he explained. "We are on call at the Mayor's request to meet again."

McDonald had said earlier he thought the Daily News' Jan. 16 announcement about closing or selling was "just another ploy to in their attempt to close the paper eventually and blame the unions."

But he said the unions would be willing to make "major concessions" such as the four-day work week that employees of the New York Post accepted last year to keep the paper from closing down.

"We'll come up with any efforts we can to save the paper," McDonald said. "If they shut it down, there is nothing we can do about it. If they sell it, we'd be willing to negotiate with any new buyer to save the paper."

But McDonald did not hold out much hope of a settlement. "The company is still not looking to reach a settlement. They summoned Hoge to Chicago and laid down the law that that's the end of the line," he said.

Barry Lipton, president of the New York City Newspaper Guild, said the move was designed to force concessions. "It's a squeeze play, designed to create a pressure cooker situation," he said. "Now we'll see what the next card in the deck is."

Citing losses of $200 million over the past decade, Hoge announced the paper would either be sold or closed unless its "viability and profitability" could be assured. Earlier losses prompted a $30 million concession by the same unions in 1987 bargaining, in exchange for management commitments for new plant and investment, which were not kept.

Hoge did not set any deadline and said the paper would continue to negotiate with the striking unions while a New York investment firm advises it on a possible sale. But management's "bargaining" was typified by a Jan. 15 rebuff of a drivers' union offer of a $15 million concession package from that union alone.

The Daily News sent letters to striking and non-striking employees, Hoge said, to satisfy legal requirements under the federal plant closing law of a 60-day notice to employees on the possibility of the paper closing.

But the time period for a possible sale was "a subject for negotiation with the unions," he said.

"It may never come to shutting it down, but we have to fulfill our obligation," Hoge said. He said he hoped the shutdown threat prompts a settlement, because the "closure of this paper is in nobody's interest."

About 2,300 News employees from

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LEGISLATION

Congress puts priority on key labor legislation

By Mike Hall

Four major pieces of AFL-CIO-backed legislation, including three that fell victim to President Bush's vetoes, were given top priority by the 102nd Congress.

Civil rights, family and medical leave, anti-strikebreaker and Hatch Act reform bills were reintroduced the first day the House was in session.

In addition, support for national health care reform, a major legislative priority of the AFL-CIO in this Congress, was voiced by several Democratic leaders.

"Within the next few weeks, the (House) Speaker will announce that health care legislation will be our highest priority on the domestic agenda for the 102nd Congress," House Democratic Leader Richard Gephardt (D-Mo.) said in testimony before the Senate Labor and Human Resources Committee. "I expect we will begin work in earnest on major health care legislation in the early months of the first session."

Health care priority

Senate Majority Leader George Mitchell of Maine, who provided written testimony to the committee, also promised health care would be a top Senate issue.

The Civil Rights Act of 1991, as H.R. 1, was the first bill introduced in the House. Similar legislation was vetoed last year after winning by large margins in both chambers.

"The swift passage of this bill will give the administration a chance to do the right thing," said Rep. Jack Brooks (D-Texas) who introduced the bill.

The bill is designed to repair the damage done by several Supreme Court rulings, which made it more difficult for minority and female workers to gain legal remedies for workplace bias.

Even though last year's legislation contained language specifying that the bill did not require quotas, Bush cited quotas as a major reason for his veto.

Calling the quota charge "a red herring," Brooks said H.R. 1 specifies that "it shall not be construed to require or encourage the adoption of quotas."

No House hearings have been scheduled, but Rep. Don Edwards (D-Calif.) said, "We hope to have this bill on the floor as quickly as possible." It has not yet been introduced in the Senate.

Family and medical leave legislation was the second bill dropped into the hopper. Introduced by Rep. William Clay (D-Mo.), H.R. 2 is the same bipartisan compromise that passed the House and Senate only to be struck down by Bush last year. The Senate version, sponsored by Sen. Christopher Dodd (D-Conn.) is S. 5

The bill allows a worker to take up to 12 weeks of unpaid leave for the birth or adoption of a child, for the serious illness of an immediate family member or for the employee's own illness.

It also would require the continuation of employer-provided health insurance during the leave and the reinstatement of the employee to the same or equivalent position after the leave.

Clay noted that former Rep. Lynn Martin (R-Ill.), the newly nominated Secretary of Labor, voted for the bill and also for the override last year. "Hopefully (that) will help the president re-evaluate his position," he said.

Legislation banning the use of permanent replacement workers during an economic strike has been introduced in the House and Senate (H.R. 5 and S. 55). Last year, hearings in both chambers highlighted the contradiction in the law and the human toll from expanded hiring of "permanent" replacements.

Workers at the New York Daily News are the latest of thousands of workers in recent years who exercised their right to strike only to see employers hire replacements.

To reverse 1938 ruling

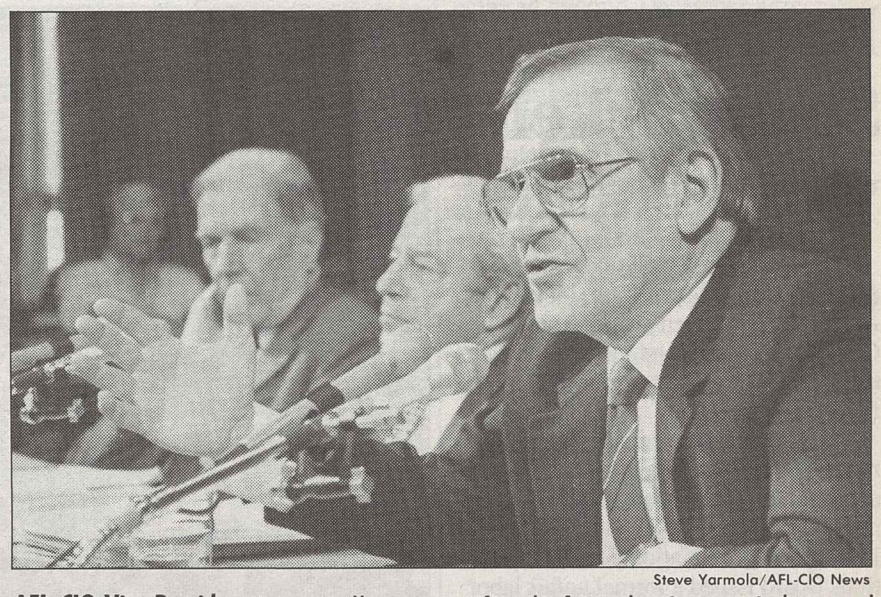
The legislation would reverse a 1938 Supreme Court ruling that, while employers cannot fire workers engaged in a legal strike, they can "permanently replace" them.

"The striking workers are legally helpless to do anything but look on as they lose their jobs," Clay said. The bills have gained 132 co-sponsors in the House and 22 in the Senate.

With the reintroduction of Hatch Act reform, H.R. 20, federal workers will have another chance to receive many of the political rights most Americans enjoy. This legislation also passed by large margins in both houses last year but was then vetoed by Bush.

Hatch Act restrictions on various of forms of political activity affect some 3 million federal and postal employees. They cannot speak at political gatherings, serve as convention delegates, circulate nomination petitions or run for partisan office.

The bill would lift many of the 3,000 regulations enforcing and interpreting the Act. The bill also maintains prohibitions against on-the-job political activity.



Steve Yarmola/AFL-CIO News

AFL-CIO Vice President Lynn Williams testifies before the Senate Labor and Human Resources Committee on the need for anti-recession policies.

AFL-CIO says jobs, retraining programs needed in recession

Continued from Page 1

in some state funds by setting minimum financing standards and should rework the federal extended benefit program so that workers in high unemployment areas affected by the recession can actually receive benefits.

In a letter to Rep. Dan Rostenkowski (D-Minn.), chairman of the House Ways and Means Committee, AFL-CIO Legislative Director Robert M. McGlotten said that modifications to the extended benefit program make it "virtually useless." The federation is calling for a 50-percent federal payment to extend benefits an additional 39 weeks, with the trigger tied to a state's total unemployment rate.

Testifying for the AFL-CIO before the Senate Labor and Human Resources Committee, Steelworkers President Lynn Williams noted that the number of long-term jobless — 26 weeks or more — now stands at 799,000 workers, an increase of 100,000 in the past two months.

Williams called for "a special supplemental health care program for the unemployed . . . to pay health care premiums temporarily for workers who lose their jobs and face the loss of health insurance."

The AFL-CIO also criticized the "experience rating" system, under which companies with fewer workers on jobless benefits pay lower taxes, encouraging employers to support restrictions on eligibility.

"Too many state legislators and state UI administrators adopt the business view that it is more important to keep taxes low and eligibility restrictions tight, instead of helping workers and their families," said Mark Roberts, assistant director of the AFL-CIO Department of Economic Research.

Williams urged the Senate panel to address the nation's infrastructure and social ills while trying to stimulate the economy and provide jobs. "This recession, as other recessions, needs to be addressed with specific federal anti-recession policies."

A jobs program, Williams said, could provide "extensive new infrastructure as well as repair and replacement of the existing system of bridges, highways, water and sewage treatment facilities, and toxic waste cleanup."

"New, low-cost housing is needed as well as rehabilitation of existing housing for low- and moderate-income families," Williams said.

Williams disputed the economic forecasters who say this recession will be short and shallow, noting that workers bear the biggest brunt of the miscalculations.

"In the last recession, the consensus among economic forecasters widely missed the mark on unemployment" as the jobless rate in the Reagan recession hit 10.7 percent in late 1982, he said.

"It took until 1985 for unemployment to come back down 7.3 percent and until 1988 for unemployment to drop to 5.5 percent," he said. He contrasted that with the relatively quick recovery from previous U.S. recessions, proving that federal anti-recession moves can speed the recovery.

"Unemployment is a terrible experience," he continued. "It is first of all a loss of income, but it is more than that. It is loss of respect and status, loss of using one's productive capability.

Federation debunks rumors on asbestos comp claims

In response to inquiries from union workers about the possibility of federal asbestos compensation legislation, AFL-CIO Legislative Director Robert M. McGlotten has advised that no legislation regarding any asbestos compensation system has been introduced.

"Moreover, so far as we are aware, no such legislation has even been drafted," McGlotten said.

McGlotten noted, however, that the AFL-CIO has an "open mind" on whether the federation would support or oppose a substitute for the current legal system.

He emphasized that the AFL-CIO would "only consider supporting changes in the current law that increase the total amount provided to current and future asbestos claimants over the amount being provided through the current legal procedures."

Thousands of workers who were exposed to asbestos in the workplace and later developed diseases linked to the substance currently are involved in long, drawn-out legal battles for compensation. Many of these workers have been contacted by lawyers and groups that specialize in representing asbestos victims, who have been saying legislation that would restrict asbestos compensation had been introduced in Congress. McGlotten's comments countered this misinformation.

Some asbestos victims groups also attacked Rep. Pat Williams (D-Mont.) for stating his concerns about the inadequacies of litigation as the means of settling asbestos claims.

McGlotten strongly defended Williams, emphasizing that the congressman has compiled an 89 percent labor voting record and has a solid record on asbestos questions and on workers' health and safety issues generally.

UNION NEWS

Ravenswood Steelworkers win benefits

By Sharolyn Rosier

Some 1,700 Steelworkers, locked out Nov. 1 by Ravenswood Aluminum Corp. of Ravenswood, W.Va., began the New Year with two rulings in their favor.

The state unemployment commission reversed findings of a lower panel and awarded unemployment compensation to the members of USWA Local 5668. In addition, the National Labor Relations Board issued a formal unfair labor practices complaint against the company for using strikebreaker security forces to interfere with picketing activity.

Vance Security, the same strikebreaking outfit hired by Pittston Coal Group during its dispute with the Mine Workers, was characterized by Jackson County Circuit Court Judge Fred Fox as a "group of arrogant, quasi-military strangers."

In granting unemployment compensation, the review board of the state's Department of Employment Security found that the Steelworkers have "illustrated and shown a willingness to work," adding that "it was the action of the employer that prevented them from doing so."

Ravenswood supervisors ordered workers on the overnight shift to leave the facility Nov. 1, shortly after union negotiators turned down management's final proposal for a new contract to replace one that expired midnight Oct. 31.

Union representatives offered to extend the terms of the expired contract while negotiations continued and to give 48 hours' notice before any strike was called, but the RAC refused the offer.

"What this company has done is an affront to every worker in the state of West Virginia," said Joe Chapman, USWA staff representative.

Dale Ferrell/Ferrell Photographics

Thousands rally in support of Steelworkers locked out by Ravenswood Aluminum Corp.

A proposal submitted by RAC would have eliminated both a bonus system, which recently has accounted for well over 10 percent of each employee's take-home pay, and all cost-of-living protection, said the union.

In addition, the company has failed to pay wages and benefits owed to workers for work performed prior to the lockout, the union said in a lawsuit filed in Jackson County Circuit Court.

"It's obvious RAC is determined to pay off its debt on the backs of its workers," said Chapman. "How else does one explain what the company is doing? It goes beyond mere corporation greed, bad as that is."

Chapman noted that the union on Nov. 28 presented the company with dramatically revised proposals in a meeting supervised by federal mediator Carmon Newell, offering to withdraw a proposal to continue the price-based bonus plan if the company agreed to restore wage rates existing in 1983.

That proposal would result in an average increase of $1.34 an hour over the current wage rate during the three-year-life of the agreement, Chapman said. The price bonus has been paying workers as much as $2 an hour. The union also significantly revised a considerable number of non-monetary items.

"The company just absolutely, blankly refused all our proposals," said Chapman. "This is the first time in all of my 24 years of bargaining experience that a company involved in a work stoppage has refused to discuss its reasons for rejecting a contract proposal. I'm astounded at how hard-headed they are."

RAC is currently operating the plant at reduced production levels, using salaried employees and as many as 600 replacement workers.

A hearing on the NLRB charge will be conducted April 17. The board cited the company for removing and damaging picket signs, and removing an American flag raised in a picket area. It further cited RAC security forces for "in a provocating manner, marching en masse" against pickets.

The charges stem from incidents that prompted Circuit Court Judge Fox, in a ruling Dec. 5, to order RAC security forces to remain on company property.

"The complaint confirms the union's repeated charges of RAC harassment toward union members exercising their guaranteed right to publicly protest against unfair treatment," said Chapman. "RAC must learn that intimidation is not an acceptable labor relations tool."

Local 5668 President Dan Stidham vowed that the workers would continue to fight, but noted that "each day the lockout lasts threatens the livelihood, living standards and economic stability of the local's members."

Union members who would like to assist Local 5668 in its campaign should call 304/768-7395.

Wheeling Steelworkers win back $70 million

By Arlee C. Green

The 13,500 active and retired Steelworkers, whose contract givebacks helped return Wheeling-Pittsburgh Steel Corp. to profitability, recaptured nearly $70 million in wages and benefits owed to them when the USWA signed a new bargaining agreement with the company.

The contract signing followed by one day the court approval of Wheeling-Pittsburgh's amended reorganization plan by federal bankruptcy Judge Warren H. Bentz.

Andrew "Lefty" Palm, chair of the union's negotiating committee and director of USWA District 15 in Pittsburgh, hailed the contract signing as a "new beginning of a long struggle for giving Steelworkers at Wheeling-Pittsburgh their payback for helping this company survive bankruptcy."

According to USWA District 23 Director Jim Bowen of Wheeling, W.Va., "This signing represents a long overdue dividend to the major stakeholders of this company that will be felt for years to come."

The new labor agreement will permit the active and retired workers at Wheeling-Pittsburgh to recover $35 million from a profit-sharing plan negotiated in 1983. Similarly, workers and retirees will receive 2.2 million shares, or roughly 11 percent of the common stock in the reorganized company. The USWA said that other members' claims, totaling nearly $20 million, will be paid at about 70 cents on the dollar.

Taken together, Palm said, the total financial distribution to USWA members will amount to about $70 million.

USWA General Counsel Paul Whitehead said the court's action concludes one of the longest bankruptcy reorganizations in history.

An official tally of ballots on file at the bankruptcy court shows Steelworkers holding claims and stock in Wheeling-Pittsburgh had voted 95 percent in favor of the reorganization plan. The contract was ratified, 4,615 to 329.

Under the labor accord, active workers will receive a $1.50 an hour increase, retroactive to July 1, 1990, and a cash payment equal to an extra week of 1990 vacation. The new contract covers plants in Ohio, West Virginia and Pennsylvania.

Other benefits restored in the new agreement are additional holidays, increased shift differentials and higher Sunday shift premiums. The USWA members also gained a new profit-sharing program, cost-of-living protections, enhanced insurance benefits and increased protections against contracting out of work.

Retirees will be eligible to enroll in major medical insurance coverage with 50 percent of the cost to be paid by the steelmaker and certain surviving spouses will be eligible for new annual cash benefits, the union said.

The new labor pact was reached in mid-August, two days before a strike deadline. The 5,500 active members had earlier rejected a package that would have paid them just 13 cents on the dollar for their $114 million in claims against the company, while other creditors would have gotten 74 cents on the dollar.

Wheeling-Pittsburgh's largest shareholder and creditor, New York investor Ron LeBow, led a group of investors in talks with the USWA, eventually producing the accord that provides a payback of 52 cents on the dollar.

Union Privilege gains deferment on R.I. payments

Thanks to the AFL-CIO's Union Privilege program, some 6,400 union members in Rhode Island will be able to defer their credit card payments without penalty if they cannot reach funds frozen when Gov. Bruce Sundlun closed many banks and credit unions.

"The Bank of New York (Delaware) will allow Rhode Island union members who carry the Union Privilege MasterCard to defer their January payments if they've been affected by the closings," said Union Privilege Director David Silberman. The bank will disregard any delinquency and waive any late fees caused by the closings, he said.

"In addition," Silberman said, "the bank has agreed to temporarily increase the credit lines of Rhode Island members by up to $500 to help them through the crisis."

Silberman said that Union Privilege MasterCard holders who need assistance can call the bank at 800/622-2580.

ARCO agrees to pay record OSHA fine for explosion

By Arlee C. Green

ARCO Chemical Co. has agreed to pay a record $3.48-million fine to settle hundreds of safety violations found after an explosion killed 17 workers last July.

ARCO is the second major chemical company fined for safety violations that led to explosions in plants in the Houston area. Phillips Petroleum Co. is contesting a $5.6 million penalty related to a 1989 explosion that killed 23 workers.

The two explosions prompted the Occupational Safety and Health Administration to propose a safety standard for chemical plants, which is the subject of hearings being conducted in Washington and Houston.

ARCO agreed to pay the $3.48 million in the wake of an OSHA investigation that uncovered numerous safety violations following the blast at its Channelview, Texas, plant on July 5. Of the 17 workers killed, a dozen were contract workers. The blast's 200-foot-tall fireball leveled a city-block-long area inside the non-union ARCO plant.

Earlier, Phillips was fined $5.6 million for 575 safety violations related to an Oct. 23, 1989, explosion at its Pasadena, Texas, plant. Of the 23 workers killed, 14 were members of the Oil, Chemical and Atomic Workers. More than 100 persons were injured.

In both instances, contract employees were doing maintenance work in the area where the explosions occurred. OCAW repeatedly has urged employers not to contract outside firms to do the critical maintenance work on equipment in an industry where minor mistakes can lead to catastrophes.

OCAW, the AFL-CIO and other unions will testify Feb. 26 in Houston at a second OSHA hearing on its proposed chemical process safety management standard. The proposal's failure to address the use of contract workers will be cited as a critical shortcoming, the unions said.

OCAW repeatedly has urged employers not to contract outside firms to do the critical maintenance work on equipment in an industry where minor mistakes can lead to catastrophes.

At a mid-December hearing, representatives of construction and industrial unions underscored the proposed rule's weaknesses and omissions.

In its findings on the ARCO blast, OSHA noted that employees of several contract firms were on-site at the time of the blast. Since ARCO maintained total control of the site and dictated the working conditions, OSHA held it responsible for worker safety. ARCO Chemical Co. is a subsidiary of the Los Angeles-based Atlantic Richfield Co.

OSHA found that an oxygen analyzer malfunctioned three weeks before the accident, allowing excessive oxygen levels in a 900,000-gallon caustic wastewater tank. Contract maintenance workers shut off nitrogen to the tank at a time when it needed to be increased to prevent an explosion from the oxygen buildup.

The company was cited for 347 willful violations for failing to protect 347 workers on-site against hazards posed by failure to monitor conditions that led to the explosion, and 15 serious violations covering employee training, emergency response plans, lockout/tagout devices, fire detection and protection equipment, employee alarms, medical examinations and hazard communications.

As part of the settlement, ARCO will revamp its safety programs at facilities in Channelview and Bayport, Texas, Painesville, Ohio, and Pittsburgh. It will analyze hazards associated with the chemical processes used at each plant, and develop recommendations to be implemented. OSHA will monitor the company's efforts at improving its safety preparedness.

The record ARCO settlement eclipsed the mid-December agreement with the USX Corp., which agreed to pay $3.3 million in fines to settle safety citations issued by OSHA in November 1989. The agency had proposed penalties totaling $7.3 million for violations at USX's Fairless Hills, Pa., steel mill and Clairton, Pa., coke works.

Safety committees of Steelworkers Locals 1557 and 4889 had documented thousands of serious hazards at the two facilities, where 17 workers had died since 1972, including four in the two years prior to OSHA's action.

The local unions supported the settlement, saying it confirms their contention that "USX willfully allowed the safety and health conditions in its facilities to deteriorate to such a point that workers were in serious danger."

The company still refuses to provide the union with reports it sent to OSHA on its plans for correcting the violations, the union said.

In the settlement, USX agreed to correct violations relating to hearing impairment, electricity, hazard communication, crane operation and recordkeeping, and to extend the safety effort to other plants in Pennsylvania, Illinois and Alabama.

Mine Workers mount drive to counter acid rain fallout

By Arlee C. Green

The Mine Workers, warning of potentially high job losses among their members in the Midwest, have launched a grass-roots campaign to urge governors, legislators and public utility regulators to promote the construction of scrubbers and other clean coal technologies to reduce emissions at electric power plants now burning high-sulfur coal.

UMWA President Richard Trumka predicted that the Clean Air Act amendments enacted last fall could cost the jobs of 15,000 miners who dig high-sulfur coal unless electric utilities are encouraged or required to install expensive scrubbers to reduce emissions.

Under the Clean Air Act, utilities must reduce sulfur dioxide emissions by 10 million tons by the year 2000. Because scrubbers are not required under the law, utilities now burning locally available high-sulfur coal will be tempted to begin "fuel-switching" by importing low-sulfur coal mined in other regions, Trumka said.

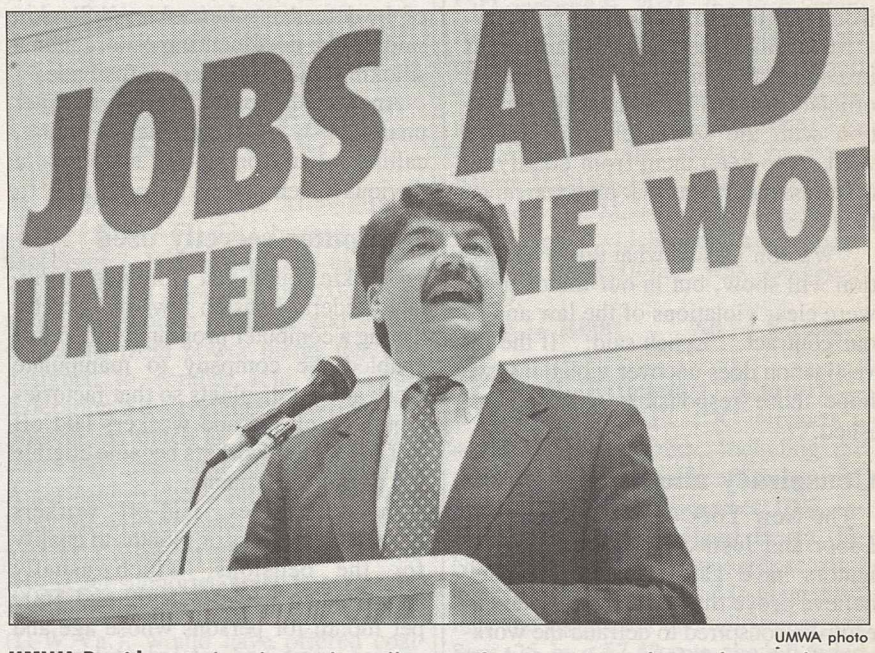
Coalition-building will be a key to the union's success, Trumka told 400 unionists attending a strategy conference in Lexington, Ky. He urged strong ties with other unions, consumers, the coal and utility industries and other groups.

"We'll be needing to reach out as never before," Trumka said. "Where we have the opportunity to build those clean coal coalitions, we want it to be as big and as strong and inclusive as we can make it."

Among the proposals UMWA members will be advancing at the state level include measures to provide relief to utility companies for the costs of constructing and installing scrubbers and other equipment, plus other incentives to promote the use of locally mined coal, Trumka said.

Stanley I. Garnett II, vice president of finance for Allegheny Power Systems Inc. (APS), said, "We cannot see the logic of abandoning our local coal resources and switching to distant, low-sulfur coal. Doing so will inevitably lead to massive unemployment in our service area, will cost us some of our biggest electric customers and will expose our energy supply to the dangers of the long-haul."

APS is a utility holding company whose subsidiaries include Monongahela Power Co., Potomac Edison Co. and West Penn Power Co. Nearly 90 percent of the companies' generating power is coal-fired, with 97 percent of the 18 million tons of coal used annually coming from mines in West Virginia, Pennsylvania, Maryland and Ohio, Garnett said.



UMWA photo

UMWA President Richard Trumka tells a conference on acid rain that coalition-building is needed to save Mine Workers' jobs.

He predicted it would cost APS about $2 billion over the next 10 years to install scrubbers at its power plants. But the increasing investment in scrubbers, he said, "will not only significantly lower the ultimate cost of scrubbers, but will also avoid 'rate shock' problems which occur when utilities are not allowed to include new equipment in the rate base until after new facilities go in service."

Rep. Bill DeWeese, majority leader of the Pennsylvania General Assembly, presented the view from the states and urged the participants to press for enactment of legislation backing installation of scrubbers, calling it a good policy for utilities and the environment.

AFSCME, AFGE win units in Justice, Treasury Departments

Federal workers, in separate elections at the Justice and Treasury Departments, voted overwhelmingly to unionize, selecting AFSCME and the Government Employees as their bargaining representatives.

At the Justice Department, AFSCME District Council 26 won a unit of 1,150 employees that includes secretaries, administrative, clerical, paralegals and legal technicians in the six litigating divisions and the Office of the Solicitor General. The workers selected AFSCME, 460-32.

The council waged a two-year organizing campaign where the main issue was the lack of upward mobility. Carl Goldman, organizing director for Council 26, said the union was able to point to other sectors of the Justice Department where mandated upward mobility programs were working.

The key to the union's success in winning the Justice Department employees who are spread out in 11 buildings in downtown Washington was an organizing committee of 100 workers that met weekly, Goldman said. Now that AFSCME has won, the council is working to sign up new members.

AFSCME Council 26 already represented about 800 Justice Department workers in three other units — U.S. Attorney's Office for District of Columbia, Justice Management Division, and Office of Justice Programs — and workers at the Library of Congress, U.S. Commission on Civil Rights, Peace Corps and Action.

AFGE won a unit of more than 400 workers at the Treasury Department's Office of Thrift Supervision. AFGE President John N. Sturdivant said the final tally of ballots — 187-5 — "sends a clear message to OTS management that, like it or not, the union is here to stay."

The OTS was created under the Financial Institutions Reform Recovery and Enforcement Act of 1989 to deal with the savings and loan crisis. Many of its employees formerly worked at the now-abolished Federal Home Loan Bank Board.

Although AFGE Local 3295 was the certified bargaining agent for bank board employees, workers again were given a choice regarding union representation after the new agency was created.

Steelworkers split profits from bankrupt company's sale

By James B. Parks

Some 2,000 workers at the Sharon Steel Corp. stand to make about $17,000 each as their share of the profits after the company was sold for $300 million.

In 1986, in order to save the company, production and maintenance workers agreed to participate in an employee stock ownership plan in lieu of concessions that averaged about $20,000 each, said Jim English, the Steelworkers' associate general counsel.

But the company declared bankruptcy before the employees could get their stock. The workers continued to work under the contract, but requested that the bankruptcy court require the company to pay the employees what they would have earned under the ESOP.

The workers will receive the full value of their "stock" from the date of the bankruptcy filing — March 1987 — and about 32 cents on the dollar for its value from the date of the contract to the filing, English said.

The sale to the investment banking firm of Castle Harlan Inc. will bring Sharon out from under the protection of the federal bankruptcy court through a reorganization plan approved in November.

New 4-year contract

The bankruptcy judge approved the reorganization after members of the Steelworkers approved a new four-year contract that takes effect with the sale.

The reorganization leaves two companies, Sharon Steel, which includes the steel operations, and Mueller Industries, which consists of all former Sharon subsidiaries.

The contract does not change wage rates, but establishes a new profit-sharing plan and sets up a bonus program linked to the monthly level of steel shipments.

The new contract, English said, contains several unique features. The USWA reached a collective bargaining agreement with Castle Harlan that will make Sharon Steel more likely to succeed, he said.

The unions thought the buyers paid too much for the company and that they would be under capitalized, English said.

To protect the workers and to make the company more competitive, the Steelworkers negotiated restrictive language on dividends and several other requirements.

Under the contract, no dividends can be paid if the new owners are in default on major collective bargaining agreements, in default to the banks, have operating income below a certain amount or are not complying with required capital expenditures.

The union also gains a seat on the company's board of directors, he said.

Guaranteed loans

Sharon Steel's former owners must guarantee $16.5 million in loans to finance a new continuous caster and pay for the retiree insurance for the next five years.

As part of the deal, the union now holds a mortgage on the steel company's assets to secure the retiree insurance obligations.

Finally, the seller had to put $65 million of the sale proceeds into the pension fund. The fund was five years behind in payments, English said, and this will bring it up to two years behind. Mueller will agree to a lien on the obligation for the remaining two years, he said.

Continental Can pension ploy costs $415 million to settle

Continued from Page 1

court's control. The other half is to be deposited by Feb. 28.

Lynch said the exact amounts each employee will receive are still being computed, but some published reports have claimed the amount may range from $10,000 to $250,000.

Meanwhile, the Labor Department is investigating whether top Continental officials broke criminal laws in connection with the secret plan to lay off workers to keep them from qualifying for pensions. It was that plan which led to the civil suits.

"We don't know what the investigation will show, but in our minds there were clear violations of the law and of our contract," Lynch said. "If the investigation does uncover violations, we hope those responsible will be punished."

Conspiracy alleged

The New York Times reported that Labor and Justice Department investigators have gathered evidence they believe prove that Continental Can executives conspired to defraud the workers of their rightful pensions and are guilty of perjury and obstruction of justice.

The suits were filed in 1983. In May 1989, H. Lee Sarokin, a U.S. District Court judge in Newark, N.J., declared in a blistering opinion, that Continental Can officials had engaged in a "complex, secret and deliberate scheme" to deny workers negotiated pension benefits.

"The evidence of the plan, its secrecy and its execution comes from the files of the defendants themselves," Sarokin said. "The documents are more than a smoking gun. They are a fusillade."

An appeals court this past summer unanimously upheld Sarokin's ruling, calling what Continental had run "a devious scheme."

Computer secretly used

Sarokin found that Continental violated federal pension laws by secretly having a computer program written that enabled the company to manipulate work among its plants so that factories would be closed and workers laid off just before the workers became eligible for pension payments.

In some cases, laid-off workers needed only weeks or months to qualify for the pensions, which usually amounted to between $300 and $600 per month for persons whose age and service combined totaled at least 65 years. The pensions also carried a $300 to $400 monthly supplement to age 62 as well as health and life insurance through retirement.

During the suit, documents presented into evidence showed the company tried to conceal the existence of the plan by changing the computer program after workers found out about it.

Documents showed the plan was called "BELL," a reverse acronym for "Let's Limit Employee Benefits."

The scheme first came to light at Continental's West Mifflin, Pa., plant in 1981, when the USWA became suspicious of large scale layoffs of workers close to pension eligibility and the extraordinary lengths the company went to in order to prevent recalls.

Plotkin credited the union for its commitment to the case. "Most of the class members are former members of the union, and were former members throughout this litigation. And yet the union advanced more than $2.5 million for out-of-pocket expenses for this litigation.

"Litigation of this size and complexity could not have been prosecuted without the financial support of the union," he said.

Dave Rentz/Steelworkers

Celebrating the $415 million settlement of a suit on Continental Can Co.'s ploy to block workers from getting their pensions are from left: USWA Local 4337 President William Donnelly, plaintiff Al Jakub, USWA District 15 Director Andrew "Lefty" Palm and plaintiff Robert Gavalik.

New England pension fund using MacBride Principles

By James B. Parks

The New England Health Care Employee Pension Fund has become the first Taft-Hartley fund to apply the MacBride Principles for justice in Northern Ireland for its investments.

This action opens up a whole new sector of labor taking up the campaign for human rights in Northern Ireland, said Joseph Jamison, the New York State AFL-CIO's director of research and director of the Irish-American Labor Coalition.

Expanding movement

Up to now, the campaign for the MacBride Principles has been waged by the public employee pension funds, Jamison said. He expressed hope that the New England fund's endorsement will help the movement catch on.

Taft-Hartley funds are jointly run by trustees from labor and management, Jamison said, and fall under the restrictions of the federal Employee Retirement Income Security Act of 1974.

Public employee funds are regulated by state and local governments and have less business influence in making investment decisions, he said. So far, 13 state employee pension funds have adopted the MacBride Principles.

In a letter to the Marco Consulting Group, the New England fund's outside investment manager, fund trustees said that religious discrimination is entrenched in Northern Ireland. The trustees instructed Marco to vote for resolutions at various annual stockholders' meetings supporting the principles.

Last summer, a labor delegation headed by AFL-CIO Secretary-Treasurer Thomas R. Donahue visited Ireland under the auspices of the Irish Congress of Trade Unions.

The delegation's report to the AFL-CIO Executive Council urged continued support for the MacBride Principles even though the Irish government had approved a new Fair Employment Act. The act falls far short of labor's aspirations, the report said.

"By continuing the pressure internationally . . . the somewhat stronger new law on the books can make progress toward alleviating the pattern of entrenched sectarian discrimination that still exists in the North," the group's report said.

Blue-ribbon delegation

The delegation also included AFL-CIO Vice Presidents Morton Bahr of the Communications Workers and John Sweeney of the Service Employees, and Edward Cleary, president of the New York State AFL-CIO.

The AFL-CIO Executive Council in 1985 endorsed the MacBride Principles, which were developed by human rights activist Sean MacBride.

The principles lay the foundation for justice in the workplaces. They call for:

- Increasing the number of persons from underrepresented religious groups throughout the workforce.
- Guaranteeing security for minority employees.
- Banning provocative religious or political symbols from the workplace.
- Publicly announcing all job openings and making special efforts to recruit applicants from the underrepresented groups.
- Abolishing job reservations, apprenticeships, etc., that discriminate against workers on the basis of religion or ethnic origin.
- Developing training programs for minorities.
- Establishing procedures to identify and recruit minorities for management positions, and appointing a senior manager to oversee the affirmative action plan.

Report on Congress

1990 VOTING Record

Compiled by Mike Hall

Labor's 1990 report card on Congress tabulates the votes on major issues of concern to the AFL-CIO in the second session of the 101st Congress. In the tables on the pages that follow, Senate and House members have been rated R (right) and W (wrong) on the basis of positions they took on these issues:

House

1. Eastern Airlines Veto Override — More than a year after the strike against Eastern Airlines, the House voted to override President Bush's veto of H.R. 1231, which would have established a four-member bipartisan panel to investigate the dispute. The vote fell short of the two-thirds needed to override, 261-160.

Yes — Right **No — Wrong**

2. Clean Air, Wise Amendment — During debate on the House clean air bill, H.R. 3030, Rep. Robert Wise (D-W.Va.) offered an amendment to provide extended unemployment compensation and training benefits to workers who might lose their jobs because of the new regulations. Supported by the AFL-CIO, the amendment was adopted by a 274-146 vote on May 23. The final version of clean air legislation contained a modified unemployment allowance and training provision.

Yes — Right **No — Wrong**

3. Housing, Oakar Amentment — The building trades strongly supported an amendment to the Housing and Community Development Act of 1990 (H.R. 1180), offered by Rep. Rose Mary Oakar (D-Ohio), that would have maintained state and local authorities' rights to set structural, electrical and plumbing codes for modular homes. The amendment was defeated July 31 by a 200-211 vote. The final housing bill set up a study commission on the issue.

Yes — Right **No — Wrong**

4. Textile Veto Override — The Textile, Apparel and Footwear Act of 1990, supported by the AFL-CIO, would have limited imports in textiles and apparel to a 1 percent per year increase and limited imports of footwear to 1989 levels. The legislation was badly needed by workers who have been hit hard by textile and apparel imports. On Oct. 10, the House fell 10 votes short of overriding President Bush's veto.

Yes — Right **No — Wrong**

5. Immigration, Morrison Amendment — H.R. 4300, the Immigration Revision and Family Reunification Act, struck a balance that establishes minimum protections for American workers' jobs while establishing visa numbers that are realistic in light of present employment of alien workers and future employment needs. During floor consideration, Rep. Bruce Morrison (D-Conn.) offered an amendment to further strengthen the job protection provisions by requiring employers who bring in aliens as non-immigrant temporary workers to certify that they have agreed to provide education and training for American workers or students so those jobs could eventually be filled by U.S. workers. The amendment was defeated Oct. 2 by a 194-229 vote. The immigration bill was passed and signed into law.

Yes — Right **No — Wrong**

6. Fish Inspection, Dingell/Waxman Substitute — The AFL-CIO supported H.R. 3155, which would have vested fish inspection authority in the Food and Drug Administration, which has the expertise and experience to develop standards for safe and effective seafood inspection. The legislation also contained strong whistleblower language. Offered as a substitute to a Senate-passed bill, H.R. 3155 passed 277-153 on Oct. 24. Because no House-Senate conference was completed, the bill died.

Yes — Right **No — Wrong**

7. Voter Registration, Motion to Recommit — The National Voter Registration Act, H.R. 2190, introduced by Rep. Al Swift (D-Wash.) and backed by the AFL-CIO, would have significantly increased the number of registered voters in federal elections. Besides allowing "motor voter" registration, in which driver's license application (along with non-driver ID's) would be considered an application for voter registration, the bill would have required government agencies to actively provide for voter registration, and would have allowed voters to register by mail. The bill passed the House but died in the Senate. During debate, Rep. Paul Gillmor (R-Ohio) moved to recommit the bill with instructions to change and weaken several key provisions. The motion, opposed by the AFL-CIO, failed by 156-265 vote.

Yes — Wrong **No — Right**

8. Child Care, Stenholm Amendment — The AFL-CIO supported a comprehensive child care bill, H.R. 3, that expanded Head Start, provided grants for child care services for infants and toddlers through community-based providers and developed before- and after-school care through the public school system. A weak substitute was offered by Charles Stenholm (D-Texas) and Clay Shaw (R-Fla.), which was beaten 195-225 on March 29. Eventually several provisions of House- and Senate-passed child care legislation were included in the omnibus budget reconciliation bill.

Yes — Wrong **No — Right**

9. Balanced Budget — One of the most bankrupt fiscal remnants of the Reagan era resurfaced in the House — a call for a constitutional amendment to require Congress to balance the federal budget regardless of economic circumstances. On July 17, the amendment fell short of the two-thirds majority needed for passage.

Yes — Wrong **No — Right**

10. Family and Medical Leave Veto Override — H.R. 770, supported by the AFL-CIO, would have allowed up to 12 weeks of unpaid leave for the birth, adoption or serious illness of a child. The legislation also would have allowed leave for a worker's own serious illness, as well as for the care of an elderly dependent. Workers would be guaranteed their same or equivalent jobs following the leave and pre-existing health benefits would continue during the leave. It would exempt employers of 50 or fewer workers. The bill passed the House and Senate, but President Bush vetoed the legislation. On July 25, the House failed to override the veto, 232-195.

Yes — Right **No — Wrong**

11. Civil Rights, LaFalce/Michel Amendment — The AFL-CIO backed legislation in the House, H.R. 4000, that would have restored civil rights job protections weakened by several Supreme Court decisions in 1989. During debate on the bill, The Civil Rights Act of 1990, Reps. John LaFalce (D-N.Y.) and Robert Michel (R-Ill.) offered a substitute that would have gutted several important provisions of the bill. It was defeated by a 188-238 vote Aug. 3. President Bush's veto of final civil rights legislation was sustained.

Yes — Wrong **No — Right**

12. Budget, Rostenkowski Substitute — The AFL-CIO worked closely with House Democrats to develop a progressive and fair reconciliation tax package which shifted the tax burden from lower- to middle-income working Americans to the wealthy, who enjoyed a decade of tax breaks from the supply side economic schemes of two Republican presidents. The bulk of the House package's details were contained in amendment offered to H.R. 5835, the Omnibus Reconciliation bill, by Ways and Means Committee Chairman Rep. Dan Rostenkowski (D-Ill), which was approved by a 238-192 vote on October 16. A final budget package containing most of the Ways and Means provisions was approved and signed into law.

Yes — Right **No — Wrong**

Senate

1. Clean Air, Byrd Amendment — The AFL-CIO backed many aspects of S. 1630, which sets new and more stringent standards for toxic emissions, automobile pollution and sulfur emissions from power plants that are designed to combat acid rain. The federation's overriding concern was to prevent, as much as possible, significant job loss and dislocation for American workers and to soften the blow for workers who could lose their jobs as a result of the legislation. An AFL-CIO-supported amendment to the bill, introduced by Sen. Robert C. Byrd (D-W.Va.), would have offered coal miners three years of declining percentage benefits, in addition to the normal unemployment benefits, and also granted non-miners the equivalent of one year of trade adjustment assistance. The amendment was defeated, 49-50, on March 29. Clean air legislation approved later contained modified unemployed worker relief.

Yes — Right **No — Wrong**

2. Amtrak Veto Override — President Bush vetoed an Amtrak reauthorization bill, citing a labor-backed provision that would have allowed the Interstate Commerce Commission to review and approve the acquisition of any of the 14 Class I railroads by any non-railroad interest to make sure that the public's interest was protected. The House overrode the veto, but the Senate was three votes short, 64-36, on June 12.

Yes — Right **No — Wrong**

3. Hatch Act Veto Override — S. 135 would have allowed federal and postal workers, on their own time and out of uniform, to more fully participate in the political process by stuffing envelopes, answering phones and engaging in other campaign activity. Workers could also hold offices in a political party or club, participate in a partisan voter registration drive or circulate a nomination petition for a candidate and speak at a primary caucus in favor of a candidate. President Bush vetoed the bill and, on June 21, the Senate failed 65-30 to override the veto.

Yes — Right **No — Wrong**

4. Davis-Bacon, Chafee Amendment — During debate on Housing Reauthorization (S. 566), an amendment was offered by Sen. John Chaffee (R-R.I.) that, in effect, would have removed prevailing wage protection from federal housing construction projects. The amendment would have nullified the Davis-Bacon Act for HUD contracts under $1 million. A motion by Sen. Alan Cranston (D-Calif.) to table the amendment, which was backed by the AFL-CIO, was approved by a 59-39 vote.

Yes — Right **No — Wrong**

5. Textile Trade — S. 2411 set import limits for textile, apparel and footwear products that would have protected the jobs of several hundred thousand workers in the those industries. The bill allowed imports of textiles and apparel to grow at a 1 percent annual rate and footwear imports to be frozen at 1989 levels. The legislation passed the Senate, 68-32, on July 17, but was later vetoed by President Bush.

Yes — Right **No — Wrong**

6. Fish Inspection, Hollings/Stevens Substitute — The AFL-CIO opposed S. 2924, the Fish Safety Act of 1990, because it did not include protections for workers who report abuses when inspectors are not in the plant. A substitute measure, backed by the AFL-CIO and offered by Sens. Ernest Hollings (D-S.C.), Edward M. Kennedy (D-Mass.) and Ted Stevens (R-Alaska), which included whistleblower protections, was defeated, 39-59.

Yes — Right **No — Wrong**

7. Fuel Efficiency, Cloture — While the AFL-CIO supports a national energy policy, including the need to increase fuel efficiency for motor vehicles, it opposed S. 1224, introduced by Sen. Richard Bryan (D-Nev.), which required standards so strict that it would have resulted in plant closings and significant unemployment. On Sept. 25, by a 57-42 vote, the bill failed to gain the three-fifths majority needed for cloture and effectively was killed for the session.

Yes — Wrong **No — Right**

8. OSHA Penalties, Hatch Amendment — The AFL-CIO has called for comprehensive reform of OSHA, including increased criminal penalties for willful health and safety violations by an employer that lead to injury or death. These penalties were included in the Senate's version of budget reconciliation, but were stricken under an amendment offered Oct. 18 by Sen. Orrin Hatch (R-Utah). A motion to table the Hatch amendment failed 21-79.

Yes — Right **No — Wrong**

9. Civil Rights Veto Override — S. 2104, the Civil Rights Act of 1990, introduced by Sens. Edward M. Kennedy (D-Mass.) and James Jeffords (R-Vt.), would have strengthened several provisions of the 1964 Civil Rights Act that were weakened by the Supreme Court during 1989 decisions. The legislation passed the House and Senate but was vetoed by President Bush. On Oct. 24, the Senate sustained the veto by a 66-34 vote, one short of the votes needed to override.

Yes — Right **No — Wrong**

HOW YOUR REPRESENTATI

	Eastern Airlines	Clean Air	Housing	Textiles	Immigration	Fish Inspection	Labor Votes		Voter Registration	Child Care	Balanced Budget Amendment	Family and Medical Leave	Civil Rights	Budget	Lifetime Voting Record		Lifetime Right Percentage
Alabama	1	2	3	4	5	6	R	W	7	8	9	10	11	12	R	W	%
1 Callahan S (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	16	68	19
2 Dickinson B (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	48	300	14
3 Browder G (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	R	11	9	55
4 Bevill T (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	R	198	133	60
5 Flippo R (D)	R	A	W	R	R	A	3	1	R	A	W	R	R	R	127	86	60
6 Erdreich B (D)	R	R	W	R	R	R	5	1	R	W	W	R	R	R	82	32	72
7 Harris C (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	R	37	17	69
Alaska																	
AL Young D (R)	R	W	W	R	W	R	3	3	W	W	W	R	W	W	118	153	44
Arizona																	
1 Rhodes J (R)	W	W	W	W	W	R	1	5	W	W	R	W	W	W	5	49	9
2 Udall M (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	290	45	87
3 Stump B (R)	W	W	W	W	W	W	0	6	W	A	A	W	W	W	16	208	7
4 Kyl J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	2	51	4
5 Kolbe J (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	6	79	7
Arkansas																	
1 Alexander B (D)	R	A	R	R	W	W	3	2	R	R	R	R	W	R	219	89	71
2 Robinson T (R)	R	A	R	W	W	W	2	3	R	W	W	W	A	W	58	24	71
3 Hammerschmidt J (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	52	287	15
4 Anthony B (D)	R	R	W	R	W	W	3	3	R	R	W	R	W	R	107	73	59
California																	
1 Bosco D (D)	R	R	R	R	W	R	5	1	R	R	W	R	R	W	84	22	79
2 Herger W (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	10	44	19
3 Matsui R (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	167	21	89
4 Fazio V (D)	R	R	A	R	R	R	5	0	R	R	R	R	R	R	168	19	90
5 Pelosi N (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	48	2	96
6 Boxer B (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	104	6	95
7 Miller G (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	234	28	89
8 Dellums R (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	296	23	93
9 Stark P (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	253	29	90
10 Edwards D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	343	21	94
11 Lantos T (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	139	8	95
12 Campbell T (R)	P	W	R	W	W	R	2	3	W	W	W	R	W	W	5	18	22
13 Mineta N (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	242	29	89
14 Shumway N (R)	W	W	W	W	W	A	0	5	W	W	W	W	W	W	12	169	7
15 Condit G (D)	R	R	R	R	W	W	4	2	R	R	W	R	R	W	13	4	76
16 Panetta L (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	172	155	76
17 Pashayan C (R)	W	R	W	R	W	W	2	4	A	W	W	W	W	W	63	120	34
18 Lehman R (D)	R	R	W	R	R	W	4	2	R	R	R	R	R	R	103	8	93
19 Lagomarsino R (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	34	254	12
20 Thomas B (R)	W	A	W	R	W	W	1	4	W	W	W	W	W	A	23	158	13
21 Gallegly E (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	6	47	11
22 Moorhead C (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	21	271	7
23 Beilenson A (D)	R	W	W	W	R	R	3	3	R	R	R	R	R	R	169	58	74
24 Waxman H (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	236	30	89
25 Roybal E (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	338	23	94
26 Berman H (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	99	12	89
27 Levine M (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	101	11	90
28 Dixon J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	176	5	97
29 Hawkins A (D)	R	R	A	R	A	R	4	0	R	R	R	R	R	R	331	12	97
30 Martinez M (D)	R	R	R	R	W	R	5	1	R	R	R	R	R	R	117	3	98
31 Dymally M (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	128	8	94
32 Anderson G (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	272	54	83
33 Dreier D (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	145	1
34 Torres E (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	111	2	98
35 Lewis J (R)	W	W	W	W	W	W	0	6	A	W	W	W	W	W	25	149	14
36 Brown G (D)	R	R	W	R	R	W	4	2	R	R	R	R	R	R	285	30	90
37 McCandless A (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	3	107	3
38 Dornan R (R)	W	W	W	R	W	R	2	4	A	W	W	W	W	W	16	172	9
39 Dannemeyer W (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	9	175	5
40 Cox C (R)	W	W	A	W	W	W	0	5	W	W	W	W	W	W	1	22	4
41 Lowery B (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	14	134	9
42 Rohrabacher D (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	21	9
43 Packard R (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	8	104	7
44 Bates J (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	93	17	85
45 Hunter D (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	30	115	21
Colorado																	
1 Schroeder P (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	223	68	77
2 Skaggs D (D)	R	R	W	W	R	R	4	2	R	R	R	R	R	R	45	9	83
3 Campbell B (D)	R	R	R	R	W	R	5	1	R	R	W	W	R	W	41	11	79
4 Brown H (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	15	135	10
5 Hefley J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	4	50	7
6 Schaefer D (R)	W	R	W	R	W	R	3	3	W	W	W	W	W	W	22	88	20
Connecticut																	
1 Kennelly B (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	122	13	90
2 Gejdenson S (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	143	6	96
3 Morrison B (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	108	5	96
4 Shays C (R)	W	W	R	R	W	R	3	3	W	R	W	R	R	W	30	17	64
5 Rowland J (R)	R	W	R	A	A	R	3	1	W	W	W	R	W	A	42	40	51
6 Johnson N (R)	R	R	W	W	W	R	3	3	W	W	W	R	W	W	57	57	50
Delaware																	
AL Carper T (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	85	29	75
Florida																	
1 Hutto E (D)	R	W	W	R	R	R	4	2	R	W	W	W	W	R	69	115	38
2 Grant B (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	24	30	44
3 Bennett C (D)	R	R	R	R	R	R	6	0	R	W	W	R	R	R	210	214	50
4 James C (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	22	8
5 McCollum B (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	11	135	8
6 Stearns C (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	1	23	4
7 Gibbons S (D)	R	R	W	W	W	W	2	4	R	A	W	R	R	R	196	157	56
8 Young C (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	48	272	15
9 Bilirakis M (R)	W	W	A	W	W	R	1	4	W	W	W	W	A	W	24	89	21
10 Ireland A (R)	W	W	W	W	W	W	0	6	R	W	W	W	W	W	29	190	13
11 Nelson B (D)	R	A	A	W	R	R	3	1	R	R	A	A	A	R	86	95	48
12 Lewis T (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	15	100	13
13 Goss P (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	4	20	17
14 Johnston H (D)	R	R	W	R	R	R	5	1	R	R	W	R	R	R	20	4	83
15 Shaw E (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	16	133	11
16 Smith L (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	108	4	96
17 Lehman W (D)	W	R	R	R	R	R	5	1	R	R	R	R	R	R	251	33	88
18 Ros-Lehtinen I (R)	W	W	W	W	W	W	0	6	W	W	W	R	W	W	3	14	18
19 Fascell D (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	R	341	63	84
Georgia																	
1 Thomas L (D)	R	R	W	R	W	W	3	3	R	W	W	W	W	R	53	62	46
2 Hatcher C (D)	R	R	W	R	W	W	3	3	R	W	W	W	W	R	75	62	55
3 Ray R (D)	W	W	W	R	W	W	1	5	R	W	W	W	W	R	27	78	26
4 Jones B (D)	R	R	R	R	R	R	6	0	R	W	W	W	R	W	16	8	67
5 Lewis J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	54	0	100
6 Gingrich N (R)	R	W	W	R	W	R	3	3	W	W	W	W	W	W	18	167	10
7 Darden G (D)	R	R	W	R	R	W	4	2	R	W	W	W	W	R	48	52	48
8 Rowland J (D)	R	R	W	R	W	W	3	3	R	W	W	W	W	R	52	62	46
9 Jenkins E (D)	R	W	W	R	W	W	2	4	R	W	W	R	W	R	91	129	41
10 Barnard D (D)	R	R	R	R	W	R	5	1	R	W	W	W	W	W	58	161	26
Hawaii																	
1 Saiki P (R)	W	W	W	W	A	R	1	4	R	W	W	R	R	W	22	30	42
2 Akaka D (D)	R	I	I	I	I	I	1	0	R	R	I	I	I	I	193	29	87
3 Mink (D)	I	I	I	R	R	R	3	0	I	I	I	I	I	R	4	0	100
Idaho																	
1 Craig L (R)	A	A	W	W	W	W	0	4	W	W	W	W	W	W	11	137	7
2 Stallings R (D)	R	A	R	W	W	W	2	3	R	W	W	W	W	W	42	40	51
Illinois																	
1 Hayes C (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	105	0	100
2 Savage G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	W	136	4	97
3 Russo M (D)	R	R	R	R	R	W	5	1	R	R	R	R	W	R	219	55	80
4 Sangmeister G (D)	R	R	R	W	R	R	5	1	R	R	W	R	R	W	20	4	83
5 Lipinski W (D)	R	R	R	R	R	R	6	0	R	W	W	R	W	R	100	11	90
6 Hyde H (R)	W	W	W	W	W	R	1	5	W	W	W	R	W	W	42	233	15
7 Collins C (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	263	12	96
8 Rostenkowski D (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	326	49	87
9 Yates S (D)	A	R	R	R	R	W	4	1	R	R	R	R	R	R	367	34	92
10 Porter J (R)	R	W	R	W	W	W	2	4	W	W	W	W	W	W	21	137	13
11 Annunzio F (D)	R	R	R	R	R	R	6	0	R	R	W	R	W	W	326	29	92
12 Crane P (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	17	288	6
13 Fawell H (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	6	79	7
14 Hastert D (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	7	47	13
15 Madigan E (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	76	211	26
16 Martin L (R)	W	R	W	W	A	R	2	3	W	W	W	R	W	W	43	103	29
17 Evans L (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	109	6	95
18 Michel R (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	46	347	12
19 Bruce T (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	78	7	92
20 Durbin R (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	101	14	88
21 Costello J (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	26	2	93
22 Poshard G (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	22	2	92
Indiana																	
1 Visclosky P (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	R	75	10	88
2 Sharp P (D)	R	R	W	R	R	R	5	1	R	R	W	R	R	R	208	67	76
3 Hiler J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	8	142	5
4 Long J (D)	R	R	W	R	R	W	4	2	R	R	W	R	R	W	16	6	73
5 Jontz J (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	R	49	5	91
6 Burton D (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	12	100	11
7 Myers J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	54	285	16
8 McCloskey F (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	103	12	90
9 Hamilton L (D)	R	R	W	W	W	W	2	4	R	R	R	W	R	R	242	115	68
10 Jacobs A (D)	R	R	W	R	R	R	5	1	R	R	W	R	R	R	249	86	74
Iowa																	
1 Leach J (R)	W	W	R	W	R	W	2	4	W	R	W	W	R	R	79	151	34
2 Tauke T (R)	W	W	W	W	W	W	2	4	W	R	W	W	R	R	79	151	34
3 Nagle D (D)	R	R	R	R	W	W	4	2	R	R	R	W	R	R	48	5	91
4 Smith N (D)	R	R	R	W	R	W	4	2	R	R	R	R	R	R	297	78	79
5 Lightfoot J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	9	75	11
6 Grandy F (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	12	42	22
Kansas																	
1 Roberts P (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	8	139	5
2 Slattery J (D)	R	R	R	W	W	R	4	2	R	W	R	W	R	R	73	41	64
3 Meyers J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	11	72	13
4 Glickman D (D)	R	R	W	W	R	W	3	3	R	R	R	W	R	R	148	83	64
5 Whittaker B (R)	R	W	W	W	W	R	2	4	W	W	W	W	W	W	21	167	11
Kentucky																	
1 Hubbard C (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	W	172	97	64
2 Natcher W (D)	R	R	W	R	R	W	4	2	R	R	W	R	R	R	307	107	74
3 Mazzoli R (D)	R	R	R	W	W	R	4	2	R	R	R	R	R	R	203	110	65
4 Bunning J (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	5	48	9
5 Rogers H (R)	W	R	W	R	W	W	2	4	W	W	W	W	W	W	38	112	25
6 Hopkins L (R)	W	R	W	R	W	W	2	4	W	W	W	W	W	W	46	140	25
7 Perkins C (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	80	5	94
Louisiana																	
1 Livingston B (R)	W	W	W	W	W	W	1	5	W	W	W	W	W	W	26	215	11
2 Boggs L (D)	R	R	R	A	A	R	4	0	R	R	R	R	R	R	219	62	78
3 Tauzin W (D)	W	W	W	R	W	R	2	4	R	W	W	W	W	W	61	85	42
4 McCrery J (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	4	30	12
5 Huckaby J (D)	W	W	W	R	W	W	1	5	R	W	W	W	W	R	71	156	31
6 Baker R (R)	W	W	W	R	W	R	2	4	W	W	A	W	W	W	7	45	13
7 Hayes J (D)	A	R	R	R	W	R	4	1	R	W	W	W	W	W	36	16	69
8 Holloway C (R)	W	A	W	R	W	R	2	3	W	W	W	W	W	W	14	38	27
Maine																	
1 Brennan J (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	A	49	4	92
2 Snowe O (R)	W	W	W	R	W	W	1	5	W	R	W	R	R	W	85	103	45
Maryland																	
1 Dyson R (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	W	111	36	76
2 Bentley H (R)	W	R	R	R	W	W	3	3	W	W	W	W	W	W	40	42	49
3 Cardin B (D)	R	R	R	R	W	R	5	1	R	R	R	R	R	R	51	3	94
4 McMillen T (D)	R	R	R	R	W	R	5	1	R	R	W	R	R	R	51	3	94
5 Hoyer S (D)	R	R	A	R	R	R	5	0	R	R	R	R	R	R	138	7	95
6 Byron B (D)	W	R	W	R	R	W	3	3	R	W	W	W	R	R	90	96	48
7 Mfume K (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	53	1	98
8 Morella C (R)	W	W	R	W	W	R	2	4	R	R	W	R	R	R	34	20	63
Massachusetts																	
1 Conte S (R)	R	W	R	R	R	R	5	1	R	R	R	R	R	R	264	127	68
2 Neal R (D)	R	R	R	A	R	R	5	0	R	R	W	R	R	R	22	1	96
3 Early J (D)	R	W	R	R	R	R	5	1	A	R	W	R	R	R	227	38	86
4 Frank B (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	137	12	92
5 Atkins C (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	77	6	93
6 Mavroules N (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	173	10	95
7 Markey E (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	208	20	91
8 Kennedy J (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	R	51	3	94
9 Moakley J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	273	18	94
10 Studds G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	273	26	91
11 Donnelly B (D)	R	R	R	R	R	R	6	0	W	R	R	W	R	R	165	20	89
Michigan																	
1 Conyers J (D)	A	R	A	R	R	R	4	0	R	R	R	R	R	R	295	25	92
2 Pursell C (R)	W	R	W	W	A	R	2	3	W	W	W	W	W	W	88	127	41
3 Wolpe H (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	174	14	93
4 Upton F (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	12	42	22
5 Henry P (R)	W	R	W	A	W	W	1	4	W	W	W	W	W	W	26	57	31
6 Carr B (D)	R	R	W	R	W	R	4	2	R	R	W	W	R	R	205	43	83
7 Kildee D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	220	11	95
8 Traxler B (D)	R	R	R	R	R	R	6	0	R	A	R	R	R	R	240	33	88
9 Vander Jagt G (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	53	279	16
10 Schuette B (R)	W	R	A	A	A	W	1	2	R	W	W	W	W	W	18	62	23
11 Davis R (R)	R	R	R	R	W	R	5	1	R	R	W	R	R	R	122	62	66
12 Bonior D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	211	13	94
13 Crockett G (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	134	9	94
14 Hertel D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	139	7	95
15 Ford W (D)	R	R	A	R	R	R	5	0	R	R	R	R	A	R	329	11	97
16 Dingell J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	361	28	93
17 Levin S (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	110	5	96
18 Broomfield W (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	61	265	19
Minnesota																	
1 Penny T (D)	R	R	W	W	W	W	2	4	R	R	W	W	R	R	65	50	57
2 Weber V (R)	W	W	W	W	W	W	2	4	R	R	W	W	R	R	16	132	11
3 Frenzel B (R)	W	W	W	W	W	W	0	6	A	A	W	W	W	W	43	269	14
4 Vento B (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	212	17	93
5 Sabo M (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	174	15	92
6 Sikorski G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	110	5	96
7 Stangeland A (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	28	200	12
8 Oberstar J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	253	19	93

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time.

Number before each name shows congressional district.

IVES VOTED IN THE HOUSE

Mississippi

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Whitten J (D)	R	R	W	R	R	W	4	2	R	R	W	R	R	R	188	224	46
2 Espy M (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	R	48	6	89
3 Montgomery G (D)	W	W	W	R	W	W	1	5	R	W	W	W	W	R	54	285	16
4 Parker M (D)	W	W	W	R	W	W	1	5	R	W	W	W	W	R	6	17	26
5 Taylor G (D)	R	R	W	R	R	R	5	1	R	W	W	W	W	W	7	6	54

Missouri

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Clay W (D)	A	R	R	R	R	R	5	0	R	R	R	R	R	R	283	13	96
2 Buechner J (R)	W	W	R	W	W	R	2	4	W	W	W	W	W	W	9	43	17
3 Gephardt R (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	183	35	84
4 Skelton I (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	R	147	72	67
5 Wheat A (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	111	4	97
6 Coleman E (R)	R	W	W	R	W	W	2	4	W	W	W	W	W	W	49	180	21
7 Hancock M (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	1	23	4
8 Emerson B (R)	W	R	W	R	W	W	2	4	W	W	W	W	W	W	34	113	23
9 Volkmer H (D)	R	R	R	R	W	W	4	2	R	R	W	R	R	R	164	64	72

Montana

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Williams P (D)	R	A	A	R	W	W	2	2	R	R	R	R	R	R	162	20	89
2 Marlenee R (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	38	185	18

Nebraska

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Bereuter D (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	39	150	21
2 Hoagland P (D)	R	R	R	R	R	R	6	0	R	R	W	W	R	R	21	3	88
3 Smith V (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	29	245	11

Nevada

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Bilbray J (D)	R	R	W	R	R	R	5	1	R	R	W	R	R	W	46	8	85
2 Vucanovich B (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	11	103	10

New Hampshire

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Smith R (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	12	73	14
2 Douglas C (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	4	20	17

New Jersey

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Vacancy	I	I	I	I	I	I	0	0	I	I	I	I	I	I	231	19	92
2 Hughes W (D)	R	R	R	R	W	R	5	1	R	R	R	A	R	R	208	66	76
3 Pallone F (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	W	21	3	88
4 Smith C (R)	R	R	W	R	W	R	4	2	R	W	W	R	W	W	109	41	73
5 Roukema M (R)	R	W	A	R	W	R	3	2	W	A	W	R	W	W	51	97	34
6 Dwyer B (D)	R	R	R	R	R	R	6	0	R	A	R	R	R	R	143	5	97
7 Rinaldo M (R)	R	R	R	R	W	R	5	1	W	R	W	R	R	W	240	52	82
8 Roe R (D)	R	R	R	R	W	R	5	1	R	R	R	R	R	R	289	28	91
9 Torricelli R (D)	R	R	R	R	R	R	6	0	R	A	R	R	R	R	102	5	95
10 Payne D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	22	0	100
11 Gallo D (R)	W	W	W	W	W	R	1	5	W	A	W	W	W	W	28	55	34
12 Courter J (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	50	122	29
13 Saxton H (R)	R	W	W	W	W	R	2	4	W	W	W	W	W	W	30	55	35
14 Guarini F (D)	R	R	R	R	W	R	5	1	R	R	R	R	R	R	173	15	92

New Mexico

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Schiff S (R)	W	R	W	R	W	W	2	4	W	W	W	W	W	W	5	19	21
2 Skeen J (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	17	133	11
3 Richardson B (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	104	11	90

New York

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Hochbrueckner G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	51	2	96
2 Downey T (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	236	33	88
3 Mrazek R (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	97	15	87
4 Lent N (R)	W	W	A	W	W	R	1	4	W	W	W	W	W	W	96	212	31
5 McGrath R (R)	R	R	R	R	R	R	6	0	W	R	W	R	W	R	62	83	43
6 Flake F (D)	R	R	W	R	R	R	5	1	R	R	R	A	R	R	50	1	98
7 Ackerman G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	109	1	99
8 Scheuer J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	308	27	92
9 Manton T (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	79	3	96
10 Schumer C (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	132	12	92
11 Towns E (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	105	1	99
12 Owens M (D)	R	R	R	A	A	R	4	0	R	R	R	R	R	R	108	1	99
13 Solarz S (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	242	28	90
14 Molinari G (R)	I	W	W	W	W	R	1	4	I	R	W	R	W	R	44	94	32
15 Green B (R)	W	W	W	W	W	R	1	5	R	W	R	R	R	W	107	98	52
16 Rangel C (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	293	17	95
17 Weiss T (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	208	17	92
18 Garcia R (D)	R	A	R	R	A	R	R	R	A	6	0	A	A	R	172	6	97
19 Serrano (D)	O	R	R	R	R	R	5	0	O	R	R	R	R	R	10	0	100
20 Engel E (D)	R	R	R	R	A	R	5	0	R	R	R	R	R	R	23	0	100
21 Lowey N (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	24	0	100
22 Fish H (R)	W	R	W	R	W	R	3	3	W	W	W	R	R	R	154	170	48
24 Gilman B (R)	R	R	R	R	R	R	6	0	W	R	R	R	R	W	221	73	75
24 McNulty M (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	23	1	96
25 Solomon G (R)	A	R	W	R	W	R	3	2	W	W	W	R	W	W	45	137	25
26 Boehlert S (R)	R	W	R	R	W	R	4	2	W	W	W	R	W	R	78	37	68
27 Martin D (R)	W	R	W	R	W	R	3	3	W	W	W	R	W	W	45	99	31
28 Walsh J (R)	R	R	W	W	W	W	2	4	R	W	W	W	R	W	8	16	33
29 McHugh M (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	222	46	83
30 Horton F (R)	R	R	R	R	W	R	5	1	R	R	W	R	R	R	253	111	70
31 Slaughter L (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	50	3	94
32 Paxon B (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	22	8
33 LaFalce J (D)	R	R	R	W	R	R	5	1	R	W	R	W	W	R	222	45	83
34 Nowak H (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	253	22	92
35 Houghton A (R)	W	R	W	R	W	W	2	4	W	W	R	W	W	W	18	34	35

North Carolina

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Jones W (D)	R	R	R	R	R	R	6	0	R	A	W	W	R	R	171	156	52
2 Valentine T (D)	W	W	W	R	W	W	1	5	R	R	W	W	R	R	51	64	44
3 Lancaster H (D)	R	R	W	R	W	W	3	3	R	W	W	W	R	R	33	21	61
4 Price D (D)	R	R	W	R	W	R	4	2	R	R	W	R	R	R	45	9	83
5 Neal S (D)	A	W	W	R	W	R	2	3	R	R	W	W	R	R	143	119	55
6 Coble H (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	13	72	15
7 Rose C (D)	R	R	R	R	W	W	4	2	R	R	W	R	R	R	180	95	65
8 Hefner W (D)	R	R	W	R	W	W	3	3	R	R	W	W	R	R	148	118	56
9 McMillan A (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	13	72	15
10 Ballenger C (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	7	46	13
11 Clarke J (D)	R	W	W	R	W	W	2	4	R	R	W	W	R	R	61	21	74

North Dakota

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
AL Dorgan B (D)	R	R	A	W	R	W	3	2	R	R	W	R	R	R	111	35	76

Ohio

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Luken T (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	188	51	79
2 Gradison B (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	36	233	13
3 Hall T (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	149	34	81
4 Oxley M (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	11	133	8
5 Gillmor P (R)	W	W	W	W	W	R	1	5	W	W	W	R	W	W	2	22	8
6 McEwen B (R)	W	R	W	W	W	W	1	5	W	W	W	W	W	W	24	122	16
7 DeWine M (R)	W	R	W	W	W	W	1	5	W	W	W	R	W	W	16	99	14
8 Lukens D (R)	W	A	W	R	W	O	1	3	W	W	W	W	W	W	8	65	11
9 Kaptur M (D)	R	R	R	R	R	R	6	0	R	R	R	A	R	R	102	9	92
10 Miller C (R)	W	R	R	R	W	W	3	3	W	W	W	W	W	W	48	296	14
11 Eckart D (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	133	17	89
12 Kasich J (R)	W	R	W	W	W	R	2	4	W	W	W	W	W	W	17	97	15
13 Pease D (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	192	38	83
14 Sawyer T (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	50	4	93
15 Wylie C (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	72	265	21
16 Regula R (R)	W	R	R	R	W	R	4	2	W	W	W	R	W	W	107	194	36
17 Traficant J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	W	84	1	99
18 Applegate D (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	W	177	54	77
19 Feighan E (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	106	7	94
20 Oakar M (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	211	15	93
21 Stokes L (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	295	16	95

Oklahoma

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Inhofe J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	7	46	13
2 Synar M (D)	R	R	A	W	R	R	4	1	R	R	R	R	R	R	120	67	64
3 Watkins W (D)	R	R	R	R	W	W	4	2	R	W	W	W	R	R	111	125	47
4 McCurdy D (D)	R	W	W	W	W	R	2	4	R	R	W	R	R	R	65	76	46
5 Edwards M (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	22	203	10
6 English G (D)	R	R	R	W	W	W	3	3	R	W	W	R	R	R	91	185	33

Oregon

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 AuCoin L (D)	R	R	W	W	R	R	4	2	A	R	R	R	R	R	198	69	74
2 Smith B (R)	W	R	W	W	W	W	2	5	W	W	W	W	W	W	16	99	14
3 Wyden R (D)	R	R	R	W	R	R	5	1	R	R	R	R	R	R	122	27	82
4 DeFazio P (D)	R	R	R	W	R	R	5	1	R	R	W	R	R	R	47	6	89
5 Smith D (R)	W	W	W	R	W	W	1	5	W	A	W	W	W	W	11	134	8

Pennsylvania

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Foglietta T (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	137	5	96
2 Gray W (D)	R	R	R	R	R	W	5	1	R	R	R	R	R	R	176	6	97
3 Borski R (D)	R	R	R	R	R	R	6	9	R	R	R	R	R	R	110	3	97
4 Kolter J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	W	104	7	94
5 Schulze R (R)	W	R	W	R	W	R	3	3	A	W	W	W	W	W	59	206	22
6 Yatron G (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	W	269	50	84
7 Weldon C (R)	R	R	A	R	W	R	4	1	W	W	W	R	W	W	27	22	55
8 Kostmayer P (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	175	20	90
9 Shuster B (R)	W	W	A	R	W	W	1	4	W	W	W	W	W	W	51	238	18
10 McDade J (R)	R	R	W	R	R	R	5	1	R	W	W	R	W	W	247	113	69
11 Kanjorski P (D)	R	R	W	R	R	R	5	1	R	R	R	R	R	R	77	8	91
12 Murtha J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	245	37	87
13 Coughlin L (R)	W	W	W	W	W	R	1	5	W	W	W	R	W	W	117	213	35
14 Coyne W (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	145	5	97
15 Ritter D (R)	W	R	W	R	W	R	3	3	W	W	W	W	W	W	64	121	35
16 Walker R (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	31	200	13
17 Gekas G (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	20	95	17
18 Walgren D (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	193	33	85
19 Goodling B (R)	W	R	W	R	A	R	3	2	W	W	W	W	W	W	70	192	27
20 Gaydos J (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	286	29	91
21 Ridge T (R)	R	R	W	R	W	R	4	2	W	W	W	W	W	W	63	51	55
22 Murphy A (D)	R	R	R	R	R	R	6	0	R	R	W	R	W	R	185	40	82
23 Clinger W (R)	W	A	W	R	W	R	2	3	W	W	W	W	W	W	73	111	40

Rhode Island

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Machtley R (R)	R	W	R	R	W	W	3	3	R	R	W	R	W	W	12	12	50
2 Schneider C (R)	R	W	R	R	W	W	3	3	R	R	W	R	R	W	101	42	71

South Carolina

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Ravenel A (R)	W	W	W	R	W	R	2	4	W	W	W	R	W	W	20	34	37
2 Spence F (R)	W	W	W	R	W	R	2	4	W	W	W	W	W	W	52	261	17
3 Derrick B (D)	R	R	W	R	W	R	4	2	R	W	W	W	R	R	152	117	57
4 Patterson L (D)	R	R	W	R	W	R	4	2	R	W	W	W	R	W	31	23	57
5 Spratt J (D)	R	R	W	R	W	R	4	2	R	R	W	W	R	R	70	43	62
6 Tallon R (D)	R	R	W	R	W	W	3	3	R	R	W	W	R	R	76	38	67

South Dakota

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
AL Johnson T (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	R	46	8	85

Tennessee

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Quillen J (R)	W	R	W	R	W	R	3	3	W	W	W	W	W	W	65	291	18
2 Duncan J (R)	W	R	W	R	R	W	3	3	W	W	W	W	W	W	7	17	29
3 Lloyd M (D)	R	R	W	R	R	W	4	2	R	W	W	W	R	R	159	108	60
4 Cooper J (D)	R	W	R	R	R	R	5	1	R	W	W	W	R	R	76	37	67
5 Clement B (D)	R	R	W	R	R	R	5	1	R	R	W	R	R	R	30	7	81
6 Gordon B (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	70	13	84
7 Sundquist D (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	19	93	17
8 Tanner J (D)	R	R	W	R	W	W	3	3	R	R	W	W	R	R	15	9	63
9 Ford H (D)	A	R	A	R	R	R	4	0	A	R	R	R	R	R	238	19	93

Texas

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Chapman J (D)	R	R	R	R	R	R	6	0	R	R	W	R	W	R	47	30	61
2 Wilson C (D)	W	R	R	R	R	R	5	1	R	R	W	R	R	R	190	85	69
3 Bartlett S (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	5	110	4
4 Hall R (D)	W	W	A	R	W	W	1	4	R	W	W	W	A	W	50	94	35
5 Bryant J (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	104	7	94
6 Barton J (R)	W	A	W	W	W	W	0	5	W	W	W	W	W	W	3	80	4
7 Archer B (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	14	308	4
8 Fields J (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	10	140	7
9 Brooks J (D)	A	R	R	R	R	R	5	0	R	R	R	R	R	R	306	90	77
10 Pickle J (D)	W	W	W	W	W	W	0	6	R	R	W	W	R	R	191	164	54
11 Leath M (D)	W	R	A	R	W	W	2	3	R	W	W	W	A	W	53	126	30
12 Geren P (D)	R	R	R	W	R	R	4	2	R	R	W	W	W	W	9	8	53
13 Sarpalius B (D)	R	R	R	R	W	W	4	2	R	A	W	W	W	W	10	13	43
14 Laughlin G (D)	R	R	W	R	W	W	3	3	R	A	W	W	W	W	8	12	40
15 de la Garza E (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	R	208	128	62
16 Coleman R (D)	R	R	R	R	R	W	5	1	R	R	W	R	R	R	98	14	88
17 Stenholm C (D)	W	W	W	R	W	W	1	5	R	W	W	W	W	R	36	149	19
18 Washington (D)	R	R	A	R	R	R	5	0	R	R	R	A	R	R	10	0	100
19 Combest L (R)	W	W	W	R	W	W	1	5	W	W	W	W	W	W	9	76	11
20 Gonzalez H (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	337	34	91
21 Smith L (R)	W	W	W	R	W	R	2	4	W	W	W	R	W	W	7	46	13
22 DeLay T (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	82	2
23 Bustamante A (D)	R	R	R	R	R	R	6	0	R	R	W	R	R	R	78	4	95
24 Frost M (D)	R	R	R	R	R	R	6	0	R	R	R	R	R	R	143	34	81
25 Andrews M (D)	R	W	R	R	W	R	4	2	R	R	W	R	R	R	73	40	65
26 Armey D (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	2	83	2
27 Ortiz S (D)	R	R	R	R	R	R	6	0	R	W	W	R	R	R	94	16	85

Utah

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
1 Hansen J (R)	W	W	W	W	W	W	0	6	W	W	W	W	W	W	5	138	3
2 Owens W (D)	R	R	R	W	W	R	4	2	R	R	W	R	R	R	63	9	88
3 Nielson H (R)	W	W	W	W	W	R	1	5	W	W	W	W	W	W	11	103	10

Vermont

	Eastern Airlines 1	Clean Air 2	Housing 3	Textiles 4	Immigration 5	Fish Inspection 6	Labor Votes R	Labor Votes W	Voter Registration 7	Child Care 8	Balanced Budget Amendment 9	Family and Medical Leave 10	Civil Rights 11	Budget 12	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
AL Smith P (R)	W	W	R	R	W	R	3	3	W	R	W	R	W	R	12	12	50

Virginia

| | Eastern Airlines 1 | Clean Air 2 | Housing 3 | Textiles 4 | Immigration 5 | Fish Inspection 6 | Labor Votes R | Labor Votes W | Voter Registration 7 | Child Care 8 | Balanced Budget Amendment

HOW YOUR SENATORS VOTED

	Clean Air 1	Amtrak 2	Hatch Act 3	Davis-Bacon 4	Textile Trade 5	Fish Inspection 6	Fuel Efficiency 7	OSHA Penalties 8	Labor Votes R	Labor Votes W	Civil Rights 9	Lifetime Voting Record R	Lifetime Voting Record W	Lifetime Right Percentage %
Alabama														
Heflin H (D)	R	R	R	R	R	W	R	W	6	2	R	118	68	63
Shelby R (D)	R	R	R	R	R	W	R	W	6	2	R	35	8	81
Alaska														
Murkowski F (R)	W	W	W	R	R	R	R	W	4	4	W	35	109	24
Stevens T (R)	R	W	R	R	R	R	R	W	6	2	W	129	170	43
Arizona														
DeConcini D (D)	R	R	R	W	R	W	W	W	4	4	R	138	76	64
McCain J (R)	W	W	R	W	W	R	W	W	2	6	W	6	37	14
Arkansas														
Bumpers D (D)	R	R	R	W	R	W	W	W	4	4	R	174	87	67
Pryor D (D)	W	R	R	R	R	W	W	W	4	4	R	114	71	62
California														
Cranston A (D)	R	R	R	R	W	W	W	R	5	3	R	268	29	90
Wilson P (R)	W	W	W	W	W	A	A	W	0	6	W	14	84	14
Colorado														
Armstrong W (R)	W	W	W	W	W	R	R	W	2	6	W	6	174	3
Wirth T (D)	R	R	R	R	W	W	W	W	4	4	R	34	9	79
Connecticut														
Dodd C (D)	W	R	R	R	R	R	W	R	6	2	R	134	10	93
Lieberman J (D)	R	R	R	R	R	W	W	R	6	2	R	16	3	84
Delaware														
Biden J (D)	W	R	R	R	R	R	W	W	5	3	R	214	50	81
Roth W (R)	W	R	W	W	R	R	W	W	3	5	W	61	245	20
Florida														
Graham B (R)	W	R	R	R	W	W	W	W	3	5	R	34	9	79
Mack C (R)	W	W	W	W	W	W	R	W	1	7	W	2	17	11
Georgia														
Fowler W (D)	W	R	R	W	R	W	W	W	3	5	R	33	9	79
Nunn S (D)	W	R	R	W	R	W	R	W	4	4	R	127	173	42
Hawaii														
Akaka D (D)	I	R	R	R	R	R	W	R	6	1	R	7	1	88
Inouye D (D)	R	R	R	R	R	R	W	R	7	1	R	280	33	89
Matsunaga S (D)	R	I	I	I	I	I	I	I	1	0	I	179	32	85
Idaho														
McClure J (R)	W	W	W	W	W	W	W	W	0	8	W	23	251	8
Symms S (R)	W	W	W	W	W	W	R	W	1	7	W	4	136	3
Illinois														
Dixon A (D)	R	R	R	R	R	W	R	W	6	2	R	116	33	78
Simon P (D)	R	R	R	R	R	W	W	R	6	2	R	62	8	89
Indiana														
Coats D (R)	R	W	W	W	W	W	R	W	2	6	W	4	15	21
Lugar R (R)	W	W	W	W	W	W	R	W	1	7	W	24	202	11
Iowa														
Grassley C (R)	R	R	W	W	W	W	R	W	3	5	W	29	122	19
Harkin T (D)	R	R	R	R	R	W	W	R	6	2	R	71	7	91
Kansas														
Dole B (R)	W	W	W	W	R	R	R	W	3	5	W	51	257	17
Kassebaum N (R)	W	R	W	W	W	W	R	W	2	6	W	36	146	20
Kentucky														
Ford W (D)	R	R	R	R	R	R	R	W	7	1	R	204	61	77
McConnell M (R)	R	W	W	W	R	W	R	W	3	5	W	15	63	19
Louisiana														
Breaux J (D)	W	R	R	R	R	R	R	W	6	2	R	37	5	88
Johnston J (D)	A	R	R	R	R	A	R	W	5	1	R	140	127	52
Maine														
Cohen W (R)	W	R	W	W	R	W	W	W	2	6	R	71	115	38
Mitchell G (D)	W	W	R	R	R	W	W	R	4	4	R	139	22	86
Maryland														
Mikulski B (D)	R	R	R	A	R	W	W	R	5	2	R	38	2	95
Sarbanes P (D)	W	R	R	R	R	W	W	R	5	3	R	214	8	96
Massachusetts														
Kennedy E (D)	R	R	R	R	R	R	W	R	7	1	R	301	23	93
Kerry J (D)	R	R	R	R	R	R	W	R	7	1	R	74	4	95
Michigan														
Levin C (D)	W	R	R	R	R	R	R	W	6	2	R	175	13	93
Riegle D (D)	W	R	R	R	R	W	R	R	6	2	R	208	14	94
Minnesota														
Boschwitz R (R)	W	W	W	W	W	W	W	W	0	8	R	32	157	17
Durenberger D (R)	W	R	R	R	W	R	W	W	4	4	R	82	95	46
Mississippi														
Cochran T (R)	R	W	W	W	R	W	R	W	3	5	W	29	155	16
Lott T (R)	W	W	W	W	R	W	R	W	2	6	W	4	15	21
Missouri														
Bond C (R)	R	W	W	R	R	W	R	W	4	4	W	10	30	25
Danforth J (R)	R	W	W	R	W	R	W	W	3	5	R	70	154	31
Montana														
Baucus M (D)	W	R	R	R	W	W	W	W	3	5	R	139	46	75
Burns C (R)	W	W	W	W	W	W	R	W	1	7	W	1	18	5
Nebraska														
Exon J (D)	R	R	R	R	R	W	W	W	5	3	R	88	89	50
Kerrey R (D)	R	R	R	R	R	W	W	W	5	3	R	16	3	84
Nevada														
Bryan R (D)	R	R	R	R	R	R	W	W	6	2	R	17	2	89
Reid H (D)	R	R	R	R	R	W	W	W	5	3	R	37	5	88
New Hampshire														
Humphrey G (R)	W	W	W	W	W	R	R	W	2	6	W	14	167	8
Rudman W (R)	W	W	W	W	R	W	W	W	1	7	W	27	122	18
New Jersey														
Bradley B (D)	R	R	R	R	W	W	W	R	5	3	R	154	28	85
Lautenberg F (D)	R	R	R	R	R	W	W	R	6	2	R	98	7	93
New Mexico														
Bingaman J (D)	R	R	R	R	W	W	W	W	4	4	R	87	19	82
Domenici P (R)	W	W	W	R	R	R	R	W	4	4	R	67	213	24
New York														
D'Amato A (R)	W	R	W	R	R	R	W	W	4	4	W	71	78	48
Moynihan D (D)	R	R	R	R	R	W	W	R	6	2	R	202	19	91
North Carolina														
Helms J (R)	W	W	W	W	R	W	R	W	2	6	W	26	262	9
Sanford T (D)	R	R	R	R	R	R	W	W	5	3	R	36	6	86
North Dakota														
Burdick Q (D)	R	R	R	R	R	W	W	R	6	2	R	315	52	86
Conrad K (D)	R	R	R	R	W	W	W	W	4	4	R	36	7	84
Ohio														
Glenn J (D)	R	R	R	R	W	W	R	W	5	3	R	208	49	81
Metzenbaum H (D)	R	R	R	R	R	R	W	R	7	1	R	220	13	94
Oklahoma														
Boren D (D)	W	R	R	A	R	W	R	W	4	4	R	78	106	42
Nickles D (R)	W	W	W	W	W	W	R	W	1	7	W	5	145	3
Oregon														
Hatfield M (R)	R	R	R	R	W	R	W	W	5	3	R	158	152	51
Packwood B (R)	W	W	R	R	W	R	W	W	3	5	R	145	166	47
Pennsylvania														
Heinz J (R)	R	R	R	R	R	R	W	W	6	2	R	147	73	67
Specter A (R)	R	R	R	R	R	R	R	W	7	1	R	104	45	70
Rhode Island														
Chafee J (R)	W	W	W	W	W	W	W	W	0	8	R	104	121	46
Pell C (D)	R	R	R	R	R	W	W	R	6	2	R	328	31	91
South Carolina														
Hollings E (D)	R	R	R	W	R	R	W	W	5	3	R	186	130	59
Thurmond S (R)	W	W	W	W	R	R	R	W	3	5	W	46	350	12
South Dakota														
Daschle T (D)	W	R	R	R	R	W	W	W	4	4	R	35	7	83
Pressler L (R)	W	W	W	W	W	W	W	W	0	8	W	57	115	33
Tennessee														
Gore A (D)	R	R	R	R	R	R	W	R	7	1	R	61	9	87
Sasser J (D)	R	R	R	R	R	W	R	W	6	2	R	177	43	80
Texas														
Bentsen L (D)	R	R	R	R	R	R	W	W	6	2	R	158	131	55
Gramm P (R)	W	W	W	W	W	R	R	W	2	6	W	3	74	4
Utah														
Garn J (R)	W	W	W	W	R	R	R	W	3	5	W	27	238	10
Hatch O (R)	W	W	W	W	R	R	R	W	3	5	W	29	191	13
Vermont														
Jeffords J (R)	W	W	R	R	R	W	W	W	3	5	R	8	11	42
Leahy P (D)	W	R	R	R	R	W	W	W	4	4	R	222	44	83
Virginia														
Robb C (D)	W	R	R	W	R	R	W	W	4	4	R	13	6	68
Warner J (R)	W	R	R	W	R	R	R	W	5	3	W	35	155	18
Washington														
Adams B (D)	R	R	R	R	W	R	W	R	6	2	R	36	6	86
Gorton S (R)	W	W	W	W	W	W	W	W	0	8	W	2	17	11
West Virginia														
Byrd R (D)	R	R	R	R	R	R	R	W	7	1	R	291	102	74
Rockefeller J (D)	R	R	R	R	R	R	W	W	6	2	R	71	8	90
Wisconsin														
Kasten B (R)	W	W	R	W	R	R	R	W	4	4	W	37	113	25
Kohl H (D)	R	R	R	R	R	W	W	W	5	3	R	15	4	79
Wyoming														
Simpson A (R)	W	W	W	W	W	W	R	W	1	7	W	13	173	7
Wallop M (R)	W	W	W	W	W	W	R	W	1	7	W	17	201	8

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time.

Number before each name shows congressional district.

CIWA helps IAM gain major unit

By Candice Johnson

The Machinists, bolstered by the efforts of the California Immigrant Workers Association, won a major organizing victory at American Racing Equipment Inc. in Los Angeles.

The 1,200 workers, nearly all Mexican and Salvadoran immigrants, voted for the IAM by a 655-403 margin in a National Labor Relations Board election held last month.

AFL-CIO Regional Director David Sickler noted that the win at American Racing was the largest manufacturing election victory in the Los Angeles area since 1964.

Cooperation among the five unions earlier involved in organizing attempts at the plant, the IAM's full scale effort and organizers "able to relate to the immigrant workers" were key to the victory, he added.

Ernest Medrano, an AFL-CIO field representative who worked with CIWA on the project, cited a litany of problems that workers had with American Racing management: promises made during an earlier organizing campaign were broken; time and motion consultants were brought in to cut jobs and speed up production; health insurance coverage was woefully inadequate, and workers who suffered a job injury or took maternity leave were not rehired.

While workers were earning about $7 an hour, the biggest issue was workers' need for respect and dignity on the job, Medrano said. A key slogan in the campaign became "don't get rid of me like a machine," he noted.

Mary Ann Stuehrmann

The largely Hispanic workforce at American Racing Equipment, behind Spanish "Union Yes" banners, celebrate victory in the NLRB election of the Machinists as their bargaining representative.

Last July, as the auto aluminum wheel manufacturer pressed its speed-up, workers walked out in a wildcat strike, completely shutting down production and winning a promise of a pay raise. The workers later united behind the IAM organizing drive.

CIWA members joined the team of nine organizers in making more than 600 house calls, and offered English-as-a-second-language instruction to ARE workers.

CIWA is an associate member program of the AFL-CIO's Los Angeles/Orange County organizing committee, with membership made up primarily of immigrant workers who came into contact with the labor movement through legal assistance, English and civics classes and other programs offered by the city, state and national organizations of the AFL-CIO.

Medrano said CIWA's greatest contribution may have been a "know your rights" presentation conducted early in the campaign, informing the immigrant workers that they need not be intimidated by management threats.

"That helped to establish trust, especially in workers who had doubts," Medrano said. He noted that a 1988 Teamsters organizing campaign was stymied when management threatened workers, then contacted the Immigration and Naturalization Service, scaring away many union supporters.

"We wanted to prevent that this time, so workers would know what to do if the company raised INS fears again," he said.

Organizers also focused on workers' cultural concerns, filling the IAM's nearby hall with Spanish-language posters and materials, tying campaign activities to Latin American holidays and bringing in Farm Workers President Cesar Chavez to meet with workers before the election.

With three factory shifts, the IAM hall was open nearly round the clock, Medrano said, as volunteers and committee members worked on handbills and house call schedules.

The campaign also gained the support of the Hispanic community and "La Hermandad Mexicana," a well-known publication that ran updates on the campaign, giving the drive even more credibility, Medrano said.

The aggressive campaign beat back anti-union techniques employed by ARE, which hired unionbuster Ed Villanueva and held weekly captive-audience meetings from November until the election.

The IAM members have elected a negotiating committee and are waiting for a company response to the call for contract talks.

New York City unions gain contract, gird for budget battle

By James B. Parks

Despite new labor agreements, two major municipal unions expect "some pretty good battles" with New York City Mayor David Dinkins over proposed layoffs and salary freezes to solve the city's fiscal crisis.

AFSCME District Council 37 and Teamsters Local 237 signed a 15-month contract with the city in early January.

The contract calls for a 4.5 percent wage increase for over 150,000 city employees. But Dinkins "arbitrarily" announced that he will freeze wages at the end of the contract, said Stanley Hill, president of District 37.

The unions say the proposed freeze should be part of the bargaining for a new contract. "It is our view that at the end of the contract, we'll go in and negotiate a new contract," said Frank Mazza, spokesman for Local 237.

Hill agreed. "The mayor cannot arbitrarily make that decision. We will deal with that in 1992" when the current contract expires, he said.

The unions also plan to fight the mayor on layoffs proposed under a budget that Dinkins unveiled Jan. 16. The proposed budget, which seek to eliminate an expected deficit of $2.6 billion, would cut 24,600 full- and part-time city jobs, with two-thirds of those coming through layoffs.

"I feel very strongly that there are other options the city can try," Hill said. Above all, the city should allow attrition to reduce the staff, he said.

Hill proposed cutting city contracts by 40 percent, which he said would save $2.6 billion, and eliminating waste in government.

"There are other ways to cut costs," Hill said, "but we must sit down with the city and talk about it and not go at it helter-skelter as we're doing now."

The contract calls for the city to first reduce its staff by attrition, Mazza said, and then let people go in inverse order of seniority. And the unions intend to make sure the city abides by the contract, he said.

Dinkins has appointed a labor-management task force to resolve the layoff issues. "I expect some pretty good battles within the task force as to the number of reductions and how to go about doing it," Mazza said.

But both Barry Feinstein, president of Local 237, and Hill stressed that they want to work with the city to solve the crisis.

"This is the time for the healing to start to take place," Feinstein said.

"The negotiations were strained and tough and I'm glad they're over," Hill said. "We have a long way to go to heal some wounds."

The contract calls for 1.5 percent of the increase from the city budget in the first 12 months and 2 percent from changes in the pension fund investments.

Another 1 percent will come from next year's city budget to cover the last three months of the contract.

The contract with the Teamsters is retroactive to July 1, 1990, and expires Sept. 30, 1991. The agreement with District Council 37 is retroactive to Oct. 1, 1990, and expires at the end of 1991.

Feinstein and Hill said they both wanted larger increases, but they said they came away with the most they could get.

The municipal unions' contract followed a one-year agreement signed in October by the United Federation of Teachers, Local 2 of the national AFT. That pact called for a 5.5 percent wage increase.

The talks began last spring in a friendly climate, with Dinkins sitting in on the opening sessions with the unions that had been vital to his election.

The tone of the negotiations changed, however, after the contract with the UFT was signed.

The municipal unions requested the same deal won by the UFT. The teachers' contract was higher than the municipal unions' because the school board was able to use state education funds to finance its agreement.

The UFT contract called for 1.5 percent in city money, 2.5 percent from pension fund changes and 1.5 percent from the Board of Education.

Georgia AFL-CIO program to help educate workers' children

Savannah, Ga.

Kids Chance Inc., a non-profit organization designed to provide educational assistance to children whose parents die in the line of work, was established by the Georgia AFL-CIO's 34th annual convention.

"This worthwhile organization will demonstrate that people in organized labor are willing to see that children who want educational assistance receive it," said Georgia AFL-CIO President Herb Mabry, who will serve as president of Kids Chance Inc. "I encourage each member and local to support the organization and urge other states to develop similar organizations," he said.

Mabry, who has served as president of the state federation since 1972, was unanimously re-elected by the convention, which also unanimously elected Richard Ray as secretary-treasurer to replace Martha True, who retired. Ray, of the Flint Glass Workers, served as president of the Atlanta AFL-CIO for eight years.

Tom Payne, business manager of Plumbers and Pipe Fitters Local 72, was elected executive vice president. The convention also elected 10 members to the executive board.

Workshops were conducted on effective communications and get-out-the-vote campaigns and election phone banks.

In the keynote address, AFL-CIO Secretary-Treasurer Thomas R. Donahue praised the state federation for its fights against anti-union companies.

"There are few places in this country where trade unions have been harassed as much as in Georgia," Donahue said, "but you've fought back and in the end you've survived it all."

Steve Yarmola/AFL-CIO News

Lane Kirkland meets with Dr. Konstantin Trenchev, leader of Podkrepa, the Bulgarian free trade union confederation, at AFL-CIO headquarters in Washington. An interpreter, Azalea Rosholt, is at center.

Bulgarian unions feed democracy

Labor addresses society's ills with charity and work

By Muriel H. Cooper

Podkrepa, the Bulgarian confederation of free trade unions that helped bring down the government of Prime Minister Andrei Lukanov through a general strike, has now turned its attention to the social needs of that country, said Dr. Konstantin Trenchev, the federation's leader.

Trenchev met with AFL-CIO President Lane Kirkland, along with other union officials and representatives of human rights organizations and members of Congress, during a visit to the United States arranged by the AFL-CIO.

Trenchev explained how Lukanov's Bulgarian Socialist Party, the reformed communists, was ineffective "because of the fear of change. The government had no program and no clear idea of how to help the country."

The Podkrepa strike, ultimately supported by the opposition group, the Union of Democratic Forces (UDF), paved the way for a new government of transition, led by a non-communist. New elections are tentatively scheduled for early spring.

Meanwhile, Podkrepa has moved beyond traditional union issues to an effort to address the widespread malaise in Bulgarian society, Trenchev said. He noted that a recent poll in Sofia, the nation's capital, showed that 14 percent of the population believe they will not make it through the winter.

"We try to help through charity work," Trenchev said. "After the strike in November, everyday problems began increasing because there were no new rules. Prices were decontrolled. This will put the inflationary spiral to work. Entire groups of people will have to struggle for survival."

Trenchev met with Joseph Velasquez, director of the AFL-CIO Department of Community Services, to discuss what social and human services Podkrepa could offer its members.

"Trenchev was looking for ways of providing services to the union members," said Velasquez. "We talked about unemployment insurance and access to health care. Much of the government services we take for granted they don't even have in that country."

> ***"I am deeply convinced in order to get results, you must invest in yourself."***
>
> **Dr. Konstantin Trenchev**
> **Podkrepa leader**

"The strength of our organization depends on the structure, financial independence and prestige," Trenchev explained. "We are not equally developed now, but we have some of all three."

But Podkrepa is looking beyond the winter's survival. "The only way to become a true labor union is when a market economy is a reality," Trenchev said.

Podkrepa, which means "support" in Bulgarian, was founded two years ago as Bulgaria's first free trade union organization since imposition of communist rule more than 45 years ago. The union membership has grown to more than 420,000 paid members. In calling for the general strike that ousted Lukanov, Podkrepa mobilized more than a million workers.

"I am deeply convinced in order to get results, you must invest in yourself," said Trenchev, who is a pathologist by profession. Unlike U.S. trade unions, the Bulgarian free trade unions rose first from professional organizations.

Soon after Podkrepa was founded, Trenchev and other union leaders were jailed.

Under international pressure and an increasingly restless population, Trenchev was released.

A few months following his release, a noticeable movement toward democracy had begun. Todor Zhivkov, longtime communist party leader was replaced. The nation's first free elections in more than 45 years were scheduled.

Podkrepa, as the largest member of the UDF, used its network of members to help UDF candidates run strongly, particularly in the cities.

While Podkrepa was growing, the Bulgarian Socialist Party struggled to form a government or to put together a comprehensive program of economic reforms, despite its victory in the June parliamentary elections.

With the fall of Lukanov, hopes for democratic change ride with Podkrepa's coalition.

Soviet free trade union leaders visiting U.S.

A 15-member delegation of Soviet free trade union leaders touring the United States denounced the actions of Soviet troops in Lithuania.

"We the representatives of the Russian, Ukrainian, Byelorussian, Kazakhstan and Komi Autonomous S.S.R. labor movement are declaring our strongest protest regarding the inhumane actions of the USSR government concerning the people of Lithuania," the unionists said in a letter to Soviet President Mikhail Gorbachev.

"During the last three years, the country's leadership has clearly demonstrated its hostility toward its own people. We also recognize these actions by our government as a violation of the USSR peoples' rights for freedom, sovereignty and democracy."

The labor leaders, including miners, machinists, journalists, and worker activists, represent newly created, independent labor organizations not connected with the official Soviet government-sponsored unions. The unionists are here for 30 days to study the American labor movement.

The trip is being arranged by the AFL-CIO and is funded through a grant provided by the U.S. Information Agency's International Visitor Program. This is the second time in as many years that the AFL-CIO has hosted Soviet trade unionists.

Foreign trade unionists end exchange tours

By Sharolyn Rosier

Polish and Israeli trade unionists recently completed tours of the United States as part of AFL-CIO international exchange programs.

The Polish tradesmen were in the United States for an apprenticeship program that provided hands-on experience with construction equipment, while the Israeli Histadrut members completed an exchange tour under the auspices of the AFL-CIO and the Histadrut.

The Polish trades program cosponsored by the AFL-CIO Building and Construction Trades Department, Coca-Cola and the U.S. Department of Labor, was designed to assist Poland in its shift to a free-market economy while also easing that country's severe housing shortage.

Housing is scarce in Poland due to a lack of materials and commitment to housing during nearly 50 years of communist rule, said Iron Worker Vice President Ray Robertson.

Many families live in cramped flats with relatives, waiting years for their name to be called from a waiting list. In Poland, it can take seven years to complete an apartment building that would take seven months to build anywhere in the United States, he said.

Craft training

The training program began this summer with 10 Polish trainers representing bricklayers, carpenters, plumbers and pipefitters, electrical workers and iron workers. The Polish trainers spent three weeks at the George Meany Center for Labor Studies, where they were taught the latest in teaching methods.

Following that session, the Poles traveled to Chicago, home of thousands of Polish-Americans. There they met with Polish-American trainers and apprenticeship directors from each craft and worked on construction projects.

Ultimately, the goal is to train enough Polish construction workers to make construction projects within Polish borders both feasible and attractive to European and American businesses, Robertson said. Besides boosting Polish society, an accelerated construction pace would triple what Polish workers earned while working for the state-run Polish system, he said.

The trainers returned to Poland to teach other Polish laborers at a new center established by the AFL-CIO and the Department of Labor, which is being outfitted with equipment provided by U.S. companies.

Histadrut tours

The delegation of Histadrut leaders, which toured Washington, Atlanta, Chattanooga, Tenn., and New York, was briefed on the history, structure and organization of American labor.

The Histadrut delegation also participated in workshops and lectures on labor-management relations, new technologies and trends in organizing.

The Histadrut tour followed a visit by an AFL-CIO delegation to Isreal.

The AFL-CIO delegation members had an "opportunity to raise various issues of concern, such as their unions' relationships with those in the West Bank," said Timothy Ryan of the Asian-American Free Labor Institute.

Besides Ryan, the delegation included: Kim Floyd, Wyoming AFL-CIO; Anthony Holly, Frontlash; Gerald Summers, Service Employees, and William Lloyd, SEIU and the A. Phillip Randolph Institute.

Workers struggle with layoffs amid recession

Continued from Page 1
plant from DinnerBell, filed for bankruptcy protection soon after that. Meanwhile, deductions made by B.J. Packing for credit union contributions, support payments and other items were kept by the company, Bramlett said.

Food and Commercial Workers Local 1099, representing the workers, has petitioned the bankruptcy court over the meatpacker's tactics. "We got no severance pay, no profit-sharing, even though the plan was in effect for more than two years. Nobody knew the company was shutting down," Bramlett said.

"My unemployment benefits ran out the last of August and there were no federal benefits. It's been rough," he said.

Bramlett has received some help from the union food bank and the Veterans Administration for rent, water and heating oil payments, and the UFCW local helped brighten the holidays with Christmas gifts and food.

Sue Thompson, coordinator of the Job Training Partnership Act labor program at the Ohio AFL-CIO, pointed out that workers need 20 credit weeks of employment — about five months — to qualify for jobless benefits in the state.

"It's a terribly depressed area" and employers are using this to their full advantage, including hiring part-time workers who will not be eligible for benefits, she said.

As the recession deepens, "I don't know what's going to be there for workers seeking jobs in six months or a year," she added.

Under the current economic conditions, workers are hard-pressed to find jobs that will support families, said Leonard Ciskowski, a former Chrysler worker and UAW member.

"I drive 50 or 60 miles some days just to be able to fill out an application," Ciskowski said. "But when I get there, I find out the job is $4 or $6 an hour with no benefits. I have five people to support and without health insurance a doctor won't even give me the time of day."

The nation's economic woes are exacerbated by the government's inactivity over the past decade, said Steelworkers President Lynn Williams, testifying for the AFL-CIO before the Senate committee. "This recession has many ghosts from the 1980s hanging over it. However, concerted national action is needed to turn the economy onto the right growth path."

That siren also was sounded by the committee's chairman, Sen. Edward M. Kennedy (D-Mass). "It is time the Bush administration got serious about fighting this recession," he said.

Sen. Nancy Kassebaum, the lone Republican at the hearing, sympathized with the plight of the worker witnesses, noting that "the great legacy of the Reagan administration is that we have forgotten too many Americans."

Harvard economist John Kenneth Galbraith urged the committee to look at unemployment not in the hard unemotional numbers, but in "what lies behind those numbers — the personal and family trauma, the loss of self-esteem, the tight-lipped fear as to the future, the wonder as to whether there will be a job and income soon or ever again.

"The government should abandon the idea of balancing the budget as long as the recession persists," Galbraith said. "In addition, the Federal Reserve should make substantial reductions in interest rates."

Economist Robert Eisner of Northwestern University said the government should not accept as natural unemployment rates in the range of 6 to 7 percent.

AFL-CIO panel documents Cuba worker rights abuses

Miami

The AFL-CIO Labor Committee for a Free Cuba finalized its documentation of cases of forced labor, retaliation and other worker rights violations in Cuba during a regional meeting here Jan. 17-18.

The committee, chaired by AFL-CIO Vice President John DeConcini of the Bakery, Confectionery and Tobacco Workers, will present the documentation of rights abuses to the International Labor Organization (ILO) through the International Confederation of Free Trade Unions (ICFTU) during an ILO meeting in March.

"With this action, the case against Cuba for violations of worker rights will be officially re-opened," DeConcini said.

The Miami meeting was the second regional meeting conducted by the committee, which also has distributed a worker rights questionnaire to a number of individuals and organizations with first-hand knowledge about conditions in Cuba.

The response to the questionnaire, DeConcini said, "was tremendous and without this help our task would have been impossible to accomplish."

Besides gathering information on worker rights abuses, the committee has mounted an appeal for the release of two trade unionists who have been in Cuban jails for 25 years. Mario Chanes, leader of the brewery workers union in Puente Grande, and Ernesto Diaz, a transport worker and fisherman, are thought to be the longest-held political prisoners in the world.

Last September, members of the committee attempted to deliver to the Cuban interest section of the Czechoslovakian embassy in Washington a package of letters written by U.S. union leaders to Fidel Castro demanding the release of Chanes and Diaz. To date, there has been no Cuban reply to the appeals.

"We will not give up," DeConcini vowed. "We will recommend to the AFL-CIO Executive Council to launch an international appeal for the release of these two political prisoners and many others."

Among the individuals speaking to the committee in Miami were: Angel Cofiño, exiled labor leader and former political prisoner; Jorge Bello, Commission of United Cuban Workers; Agustín García, National Cuban Commission; Conrado Rodríguez, Independent Trade Union Action; Tony Calatayud, Independent Cuban Party; Huber Matos, Independent and Democratic Cuba, and Antonio Navarro, Radio Martí.

In addition to DeConcini, the AFL-CIO Labor Committee for a Free Cuba includes: Leon Lynch, Steelworkers vice president; Marty Urra, president of the South Florida AFL-CIO; William C. Doherty, executive director, American Institute for Free Labor Development; Murray Sisselman, president, United Teachers of Dade, AFT; Jack Otero, vice president of the Transportation Communications Union; Ed Pulver, secretary-treasurer of the New Jersey AFL-CIO; José Collado, Carpenters representative; Rick Icaza, president of Food and Commercial Workers Local 770; Olga Díaz, vice president of the Clothing and Textile Workers, and Robert Harbrant, president of the AFL-CIO Food and Allied Service Trades Department.

Bill Burke/Page One Photography

Monsignor George Higgins, right, recently celebrated Mass in commemoration of two trade unionists, Mike Hammer and Mark Pearlman of the American Institute for Free Labor Development, and Jose Rodolfo Viera of the Salvadoran land reform agency, who were killed in El Salvador 10 years ago. Attending the services were, from left: the Rev. John McCormick; Hammer's widow, Marita; AIFLD Executive Director William Doherty; Pearlman's widow, Anne Pearlman Morton; her husband, Bubba Morton; and Mike Hammer Jr.

Maritime unions crew vessels headed to support Desert Storm

Maritime unions continue to answer the call by the Military Sealift Command for support of Operation Desert Storm.

A total of 67 ships from the Ready Reserve Fleet have been activated for service — including 20 in recent weeks — since the crisis began in the Persian Gulf region in early August, according to the Maritime Administration, which maintains the 96-vessel RRF fleet.

Maritime union hiring halls have been operating at an all-out pace to meet the demand for crews, and MarAd Administrator Warren G. Leback praised the U.S. merchant marine for its quick and cooperative response.

The number of qualified merchant seamen has dropped from 43,000 to 12,800 since 1970 as the U.S.-flag maritime fleet declined sharply in the last two decades, MarAd noted. The call-up of more than 60 RRF vessels has required the services of 2,340 merchant mariners, according to the agency, creating severe pressure on the maritime unions to fill the positions.

It commended "the tireless efforts of seafaring labor organizations in lining up active and retired members to meet national defense needs."

Government must act to balance Japan trade, study says

The U.S. government must take direct action to restore a balanced trade relationship with Japan, instead of trying to persuade the Japanese to allow more imports into the country, the Economic Policy Institute argues in a new study.

The conclusions represent a major shift for the study's author, Fordham University economics professor Dominick Salvatore. The Economic Policy Institute commissioned the study by Salvatore.

Salvatore's study, "The Japanese Trade Challenge and the U.S. Response," found that Japan's international economic strategy flagrantly violates the rules of open trade. It combines domestic protection for developing industries with aggressive targeting of U.S. markets, the study said.

The result is that the trade imbalance with Japan accounted for more than 60 percent of the increase in the overall U.S. trade deficit in the 1980s.

Each $1 billion in the trade deficit translates into 25,000 lost American jobs.

The government should take strong, temporary retaliatory action to correct the imbalance, including a 15 percent multilateral import surcharge on specific manufactured goods to curb imports and give the U.S. bargaining leverage with Japan.

The surcharge would stay in effect until Japan opens up its markets more widely to American exports of high tech and manufactured products and the trade deficit has significantly decreased.

Salvatore also recommended more government support for strategic domestic industries that have been targeted for export drives by Japan or other foreign countries.

To increase American competitiveness, Salvatore said the government should increase its support for worker education and job training.

Salvatore said Japan targeted the U.S. computer industry in the 1980s and the commercial aircraft and space industries in the 1990s. Unless it takes corrective measures now, the United States will lose its dominance in these areas, the study concluded.

ECONOMY

Escalating jobless rate exceeds 6%

By John R. Oravec

Another 263,000 workers were swept into the jobless vacuum in December as the nation's unemployment rate climbed to 6.1 percent — the highest since mid-1987.

With the recession deepening since November, when the jobless rate was 5.9 percent, the Bureau of Labor Statistics counted 7.6 million as officially unemployed in its year-end report, 1 million more than in December 1990. With additional pending layoffs and companies announcing more job cutbacks, the employment outlook for 1991 turned bleak.

The gloomy prospects were reflected in the fourth quarter BLS data, as the number of discouraged workers — people who want to work but are not looking for jobs because they believe they could not find any — increased by 110,000 to 940,000. On top of that, workers in part-time jobs who want full-time jobs increased by 140,000 to 5.6 million.

As a result, AFL-CIO chief economist Rudy Oswald noted, 14.1 million workers were hit by partial or total unemployment in December.

Only about four in 10 of the officially unemployed, 3.1 million, were drawing jobless benefits in December. That left 4.5 million without compensation who could not qualify under the stringent regulations.

The spreading recession took its toll in jobs in major industrial states, with jobless rates soaring to 7.4 percent in Massachusetts, 7.3 percent in Michigan, 7.2 percent in Texas and 7.1 percent in California.

Job losses were heavy throughout most sectors of the country in December, pursuing a deteriorating trend since mid-year.

BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress that "virtually every major demographic group — whether defined by age, gender or race — has seen a rise in joblessness over the June-to-December period."

For adult males, the December rate rose to 5.6 percent; adult women, 5.3 percent; whites, 5.3 percent; unchanged for blacks at 12.2 percent; Hispanics, 9.3 percent, and little changed for teenagers at 16.6 percent.

Sen. Paul Sarbanes (D-Md.), chairman of the JEC, said the year-end BLS data flashed warning signs that the recession may be neither shallow nor short, as the Bush administration and some private economists have predicted.

Sarbanes noted that the jobless rate has risen on the average of 3 percentage points in postwar recessions. That should push the rate to more than 8 percent, figuring that the pre-recession low rate was 5.1 percent in March 1989. Bush administration economists have estimated the rate will peak around 6.8 percent.

BLS said nonfarm payroll employment declined in December by 75,000, a bit less than in the previous two months. The largest losses came in retail trade, 50,000; manufacturing, 35,000, and construction, 30,000.

Factories have laid off 570,000 workers since December 1989 and slashed nearly 2 million jobs over the last two years. Construction employment is down 221,000 over the year and about 275,000 from January 1989.

Jobs in health care services increased by 55,000 in December and are up about 600,000 over the year. Jobs in education increased by 300,000 during the same period.

In early January, Sears, Roebuck and Co. said it would lay off 21,000 workers at its more than 800 stores across the country. It cited disappointing sales as the reason for the cutbacks.

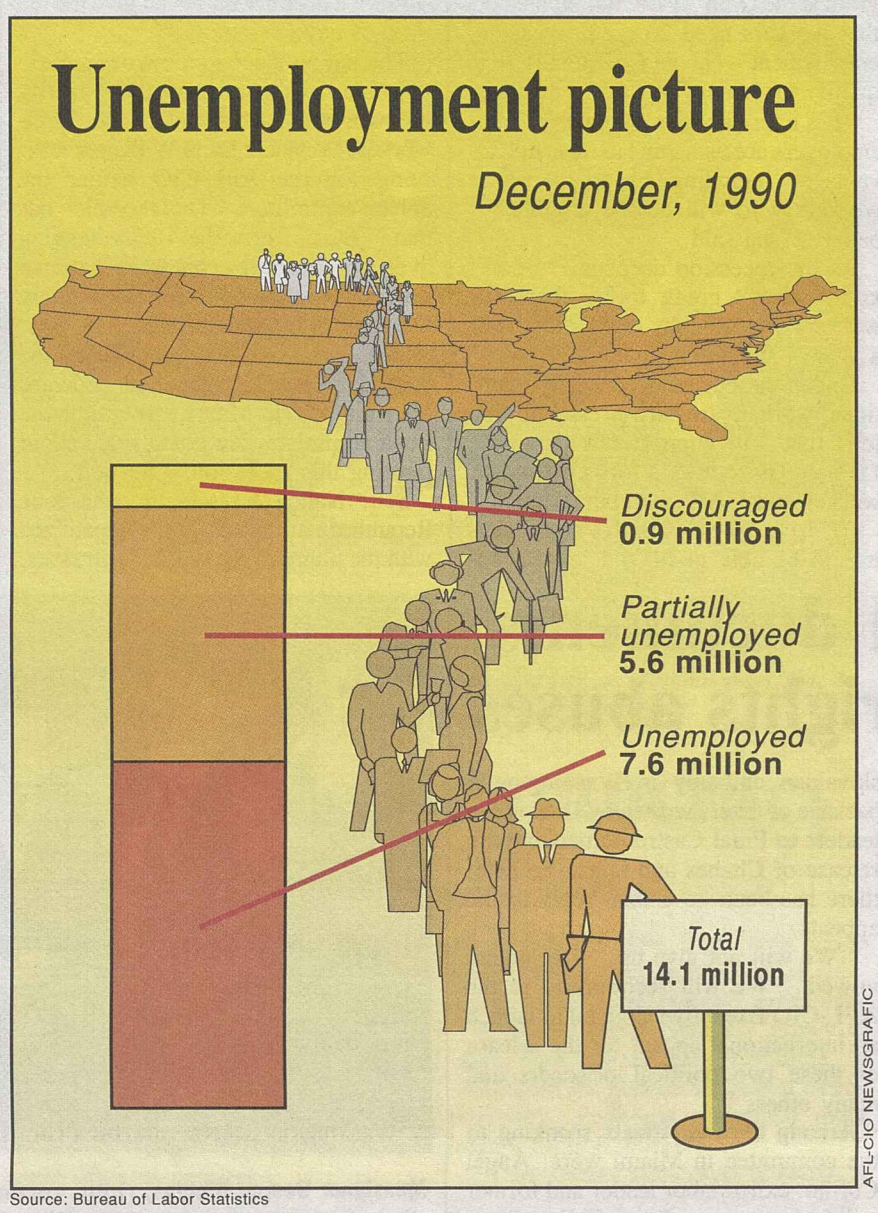
And shortly after the Department of Defense canceled plans for the development of the A-12 Navy warplane, three Pentagon contractors announced layoff plans that will affect some members of the Machinists, Electronic Workers and the UAW.

McDonnell Douglas Corp. said 5,000 employees could lose their jobs within a few days and General Dynamics Corp. said it would begin laying off 4,000 workers in Fort Worth, Tex., and Tulsa, Okla. General Electric Co., meanwhile, said it would lay off an "undisclosed number" of the 8,500 employees at its Lynn, Mass., plant because of the A-12 cancellation.

Ford Motor Co. announced it would lay off some 26,000 workers during January with the temporary shutdown of 12 assembly plants in the United States and Canada. Eighteen General Motors Corp. and Chrysler Corp. plants were not expected to resume production until late January, leaving some 47,000 U.S. and Canadian workers on temporary layoff.

In other reports:

- The Commerce Department said new orders for manufactured goods plunged $14.7 billion in November, the sharpest one-month decline on record. The 5.9-percent drop in factory orders to $235 billion exceeded the previous record 5.5-percent fall to $227 billion in January 1990.
- The government's index of leading economic indicators dropped 1.2 percent in November, the fifth straight monthly decline. The Commerce Department said eight of the index's 11 components were on the downside. Three components, paced by higher stock prices, were on the upside. But stock prices have nose-dived in recent weeks as the Dow Jones industrials index skidded more than a 100 points in the first trading week of the new year.
- Industrial production plunged at an annual rate of 8 percent in the fourth quarter of 1990, the Federal Reserve Board reported. In December, production was off 0.6 percent after falling 1.8 percent in November. For the year, output dropped 1.4 percent from the 1989 level. The central bank also said the operating rate of the nation's factories, mines and utilities fell 0.6 of a point to 80.4 percent in December — the lowest level since April 1987. Overall factory output slipped 0.9 percent in December, the third consecutive drop. Durable goods production was hit the hardest, with declines of 1.2 percent in October, 2.4 percent in November and 1.5 percent in December.
- Retail sales edged up an anemic 3.8 percent last year, the slowest pace since the 3-percent rise in the 1982 recession, the Commerce Department said. Sales in December fell 0.4 percent from November as retailers were socked with a dismal Christmas shopping season that usually provides about one-half of their annual profits.



Source: Bureau of Labor Statistics

Inflation rate at 9-year high in '90 — 6.1%

Inflation in 1990 put its harshest bite on workers in nine years as the government's consumer price index for urban wage earners shot up 6.1 percent.

In the preceding three years, the cost of living increased an average of 4.5 percent annually, the Bureau of Labor Statistics reported.

Exploding petroleum prices — touched off by the Persian Gulf crisis — fueled the calamity, including hikes of 36.7 percent at the gas pumps and 28.7 percent for heating oil.

Overall energy costs in the CPI-W advanced 19.2 percent over the year, compared with 5.2 percent in 1989, BLS reported. Natural gas and electricity rates rose only 1.4 percent last year to lower the overall increase in the index's energy component.

Inflation took its sharpest upturn in August, September and October before retail price increases slowed in November and December when the CPI-W advanced 0.3 percent.

The cost of medical care continued to climb during 1990, rising 9.1 percent, compared with 8.3 percent in 1989, and remained as one of the fastest increasing components in the BLS index. In the final quarter of the year, health care costs were rising at an annual rate of 9.8 percent.

In a separate report, BLS said real average weekly earnings increased 0.9 percent in December, but were down 1.6 percent over the year because pay gains did not keep pace with the higher prices. Workers are even worse off over the decade, AFL-CIO economist Anne Draper pointed out, with real weekly pay last month 5.4 percent below that of December 1980.

Gulf war clouds economic picture

Hostilities in the Middle East cloud the outlook for the U.S. economy, which slipped into recession well before the Jan. 15 United Nations deadline for Iraq to pull out of Kuwait, AFL-CIO chief economist Rudy Oswald said.

Forecasts of a mild and brief recession "may be too upbeat," Oswald warned.

He noted that the consensus projection among economic forecasters now is that the total output of goods and services will fall by 0.1 percent in 1991 from last year's feeble level. And some forecasters in the group foresee a worse recession with gross national product declining by more than 1 percent.

"Such a down year is quite possible in view of announced layoffs, the many areas of weakness in the economy, including weak real estate and banking sectors, and highly leveraged companies with heavy debt service obligations," Oswald said.

"The economy is much weaker and more vulnerable to a deep and long recession than is widely recognized at this time. To counter the recession, direct government action is needed to alleviate the sufferings of the unemployed and to turn the economy around."

AFL-CIO staff additions to boost communications

The AFL-CIO has bolstered its headquarters communications program with several recent staff additions to the Legislative Department, the Department of Information and the Labor Institute of Public Affairs.

The Legislative Department will have a full-time congressional news media representative for the first time.

David Saltz, 38, joins the AFL-CIO as the primary media representative on legislative issues. He was previously managing editor of the Mine Workers Journal and also worked on media relations and other writing for the UMWA. A member of the Newspaper Guild, Saltz graduated from Washington University in St. Louis with a degree in history in 1977 and worked for several news organizations, including The Greenville (Miss.) Delta Democrat-Times and Jack Anderson's syndicated column.

James B. Parks has joined the Department of Information as an assistant editor of the AFL-CIO News. Parks, 41, was an assistant metro editor at the Cincinnati Enquirer and the Baltimore Sun. A native of Asheville, N.C., he has a bachelor's degree from the University of North Carolina and is a former alternate board member of the National Association of Black Journalists.

The Department of Information also has hired two media relations specialists, **Colleen M. O'Neill** and **Muriel H. Cooper** and one staff writer, **Sharolyn A. Rosier,** all of whom will contribute to the AFL-CIO News and media campaigns.

O'Neill, 28, has a bachelor's degree from University of North Carolina and a master's degree in political science from American University. She worked for the North Carolina Democratic Party during the 1984 election and was a copy editor at the Raleigh (N.C.) News and Observer. O'Neill will concentrate on the health care reform campaign for the AFL-CIO.

Cooper, 32, has a bachelor's degree in broadcast journalism from Howard University and a master's in public relations management from American University. She worked as both a newspaper and television reporter in Macon, Ga., and is a member of the Newspaper Guild.

Rosier, 24, also earned her journalism degree from Howard University before becoming a legislative assistant to U.S. Sen. Wyche Fowler (D-Ga.). A native of Augusta, Ga., Rosier will write for the AFL-CIO News as well as handle media inquiries.

Additions at LIPA include **Richard Foster,** the assistant director of the institute, **Deborah Sedillo Dugan,** senior coordinator for media and marketing, and **Pauline Steinhorn,** supervising producer.

Foster, 40, joined LIPA last September from Gannett Television's Washington bureau, where he was assignment manager and producer. He worked in television news in Atlanta, Baltimore and Miami before coming to Washington.

Dugan, 31, who was public affairs director at WTTG-TV in Washington and a staff member on the Mondale-Ferraro campaign, joined LIPA last summer and was instrumental in planning and distributing the federation's health care reform television advertisements in the fall.

Steinhorn, 38, joined LIPA in November after working as a producer, director and editor of Public Broadcasting System documentaries and children's programs. Her credits include editing for PBS's MacNeil/Lehr "Newshour."

AFL-CIO Vice President **Susan Bianchi-Sand,** president of the Flight Attendants, has been elected to a one-year term as an at-large member of the board of the National Committee on Pay Equity. The NCPE, founded in 1979, is a national coalition that works to eliminate sex- and race-based wage discrimination and to achieve pay equity.

Members of the Marine Engineers licensed division elected **Gordon M. Ward** as chairman in secret ballot election. Also elected were **Joel E. Bem** as vice chairman and three directors, **Mark Austin, Nick Hajdu,** and **Alex Shandrowsky.** MEBA President **Gene DeFries** congratulated the newly elected division officials, and said, "I look forward to working with you as you take your place as the newest members of our union's leadership team."

AFL-CIO Vice President **William Wynn,** president of the Food and Commercial Workers, will be the deputy marshall at the Martin Luther King Jr. Holiday Parade in Atlanta Monday, Jan. 21. This is the Sixth Annual Parade sponsored by the King Holiday Commission.

President **John J. Barry** of the Electrical Workers has been appointed to the city management advisory committee by Washington Mayor **Sharon Pratt Dixon.** The committee will advise Dixon on management policies and efficiency. Its primary task is to help pinpoint government excesses and offer solutions to streamline city operations.

Dan Dolan, former president of the Communications Workers Local 7400 and a member of the Nebraska AFL-CIO executive board, has been named the state's Commissioner of Labor by the new governor, **Ben Nelson.** Nelson also named **Fernando "Butch" Lecuona III,** a special assistant with Operating Engineers Local 571, to be deputy commissioner.

Arnold Cantor has retired from the AFL-CIO headquarters staff after 15 years as assistant director of economic research. He joined the department in 1968 as an economist. In the 1950s, Cantor had been research director for the Upholsterers and later was an economist at the U.S. Labor Department, Commerce Department and the federation's Industrial Union Department. He was a member of the Newspaper Guild.

Don Judge has been elected executive secretary of the Montana AFL-CIO, replacing **Jim Murry,** who resigned after 25 years with the state federation. Judge, 42, who had been the state federation's political director and lobbyist, will serve out Murry's term until elections are held at the August convention. Murry, 55, will direct a newly created national basic skills upgrading program for steelworkers whose jobs are being transformed by technology.

Bren Leiss has joined the AFL-CIO Department of Organization and Field Services as a staff representative in the office of state government liaison. Leiss, 48, has been with the federation for 18 years, most recently with the Department of Information. She will oversee the production of the State Ties newsletter, among other duties. Also joining the state government liaison office is Maria G. Hernandez, who served on the staffs of Rep. Esteban E. Torres (D-Calif.) and former Rep. Robert Garcia (D-N.Y.). Hernandez, 35, also worked for the National Democratic Committee.

Convention Calendar

This is a list of conventions and conferences scheduled for 1991 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
March 4-6	Woodworkers	Reno, Nev.
March 18-20	Louisiana	Baton Rouge
May 1-3	Arizona	Tucson
May 6-12	Plate Printers	Lake George, N.Y.
May 18-24	Metal Polishers	Las Vegas
May 20-23	Novelty & Production	Orlando, Fla.
June 2-5	Arkansas	Hot Springs
June 3-15	Flint Glass Workers	Hollywood, Fla.
June 3-5	Grain Millers	Las Vegas
June 3-7	Longshoremen & Warehousemen	Seattle
June 10-14	Pattern Makers	Las Vegas
June 17-20	Musicians	Las Vegas
June 19-21	Michigan	Detroit
June 21-July 2	Utility Workers	Hollywood, Fla.
June 24-28	Newspaper Guild	Montreal
June 24-28	Teamsters	Orlando, Fla.
June 24-26	CWA	San Francisco
July 14-19	TCU	San Francisco
July 18-20	Virginia	Norfolk
July 22-26	Railroad Signalman	Las Vegas
July 25-28	TV & Radio Artists	Washington
July 31-Aug. 4	School Administrators	San Francisco
Aug. 5-9	Iron Workers	Las Vegas
Aug. 11-18	Boilermakers	Las Vegas
Aug. 12-16	Plumbers & Pipefitters	Las Vegas
Aug. 12-16	OCAW	Denver
Aug. 19-23	Locomotive Engineers	Cleveland
Aug. 20-22	Iowa	Waterloo
Aug. 21-24	Texas	Austin
Aug. 23-24	Wyoming	Casper
Aug. 26-30	Sheet Metal Workers	Montreal
Aug. 26-30	Government Employees	Anaheim, Calif.
Aug. 31-Sept. 4	Steelworkers	Pittsburgh
Sept. 16	Allied Industrial Workers	St. Louis
Sept. 9-20	United Transportation Union	Honolulu
Sept. 9-12	Laborers	Las Vegas
Sept. 13-15	Vermont	Rutland
Sept. 19-21	Washington	Everett
Sept. 19-21	North Dakota	Jamestown
Sept. 20-21	Rhode Island	Providence
Sept. 22-25	Minnesota	Minneapolis
Sept. 23-25	Nebraska	Grand Island
Sept. 23-25	Oregon	Portland
Oct. 2-4	Kansas	Topeka
Oct. 5	Delaware	Rehoboth Beach
Oct. 7-11	Carpenters	Atlantic City, N.J.
Oct. 7-11	Electrical Workers	St. Louis
Oct. 16-18	North Carolina	Charlotte
Oct. 21-23	Alabama	Birmingham
Oct. 23-25	West Virginia	Charleston
Oct. 25-27	New Hampshire	Conway
Oct. 27-30	Tennessee	Knoxville
Oct. 28-31	Train Dispatchers	Las Vegas
Oct. 29-31	Flight Attendants	Honolulu
Nov. 13-15	Maine	Rockport
Nov. 20-22	Oklahoma	Oklahoma City

AFL-CIO Meetings

Feb. 18-22	AFL-CIO Executive Council	Bal Harbour, Fla.
March 20-21	IUD Legislative Conference	Washington
May 1-2	Secretary-Treasurers Conf.	Minneapolis
May 3-6	Union-Industries Show	Minneapolis
May 13-17	AFL-CIO Lawyers Conf.	San Francisco
Nov. 4-7	AFL-CIO Convention	Detroit

Daily News unions press boycott drive

Continued from Page 2

the nine unions went out on strike Oct. 25 after working six months without a contract.

Theodore Kheel, a legal adviser to the strikers, said the management announcement on selling or closing down "shows the labor movement can withstand an attack as gross" as the Daily News' effort to destroy the unions. But, Kheel said, the announcement was not good news for the 2,300 workers.

Several issues must be settled before any sale can take place, Kheel said. First is deciding who will assume the shutdown liabilities, which he estimated at $150 million. These include severance pay and unfunded pensions.

Second is determining the status of several Daily News lawsuits against the striking unions, including one that charges Kheel conspired to coerce the paper into selling.

The News also must establish what it has to sell, particularly since the paper has few advertisers and very little circulation.

Meanwhile, a Printing Trades Council committee is continuing to make plans to pressure the Tribune Co. into settling the strike. And the striking unions continue to meet separately with the News management and federal mediators.

The New York Times reported that the unions had agreed to drop its request that 800 replacement workers be let go, provided that all striking workers return to work.

In other actions, the striking unions set up a 900 number to help support the strike. Callers can hear the unions' side of the story and learn how to help the strike by calling 900/740-4777.

Contributions to the strike fund should go to the Daily News Boycott Office, 218 West 40th Street, Room 204, New York, N.Y. 10018.

Milwaukee Labor Press

Bruce Colburn, president of ATU Local 998 and head of the Milwaukee central body's solidarity committee, leads the call for justice for Greyhound strikers at a rally outside Milwaukee's federal building.

Unionists rally at NLRB hearing on Greyhound

Milwaukee

Union members rallied outside the Reuss Federal Plaza at the start of a National Labor Relations Board hearing on a complaint of unfair labor practices against Greyhound Lines Inc.

The NLRB complaint charges that Greyhound violated federal law in bargaining and illegally fired Amalgamated Transit Union members because of their union activities.

With strains of "scabs out, union in" and "Solidarity Forever," a crowd of 100 ATU members and union supporters showed their support for the 9,300 Greyhound strikers, who have been walking picket lines since March 2.

Administrative Law Judge Robert Giannasi must determine whether Greyhound violated the law when it unilaterally declared an impasse in bargaining and imposed its so-called final offer, as the NLRB general counsel outlined in a complaint.

The complaint also states that Greyhound illegally fired strikers, coerced and threatened employees, and refused to provide ATU with information.

The NLRB complaint also is seeking an order requiring Greyhound to rehire strikers who were victims of the bus line's illegal practices and to award back pay. Greyhound, which filed for federal bankruptcy protection in June, has hired about 3,000 strikebreakers.

ATU estimated that the back pay owed exceeds $90 million, with Greyhound's liability increasing monthly. While not admitting any wrongdoing, Greyhound has called for any back pay award to be limited to $40 million.

After reviewing the facts, Giannasi will issue a ruling and make a recommendation to the full board. That decision then can be appealed through the federal appeals court, an action that could take several years to resolve.

ATU noted that the Greyhound complaint is one of the largest unfair labor practice cases considered by the board in recent years and one that could have far-reaching effects on company attempts to hire strikebreakers as permanent replacements.

At the rally, Greyhound workers were joined by members of the Brewery Workers, Steelworkers, Office and Professional Employees, Communications Workers, UAW, the Carpenters, the Operating Engineers, the Ladies' Garment Workers and other unions, as well as the Milwaukee AFL-CIO. The demonstration gained public approval as well, as passing motorists honked their horns in support.

The evening prior to the opening of the hearing, union members gathered at the Milwaukee AFL-CIO headquarters. They heard from union members locked in similar disputes with employers — workers who had been replaced at International Paper, Cudahy and Eastern Airlines.

The crowd called for legislation to ban the permanent replacement of strikers and held a moment of silence for Robert Waterhouse, the California ATU member who was crushed on the picket line by a scab-driven bus.

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AFL-CIO NEWS

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3 ***Key labor measures top Congress's agenda***

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15 ***Calendar lists 1991 conventions***

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UNION YES

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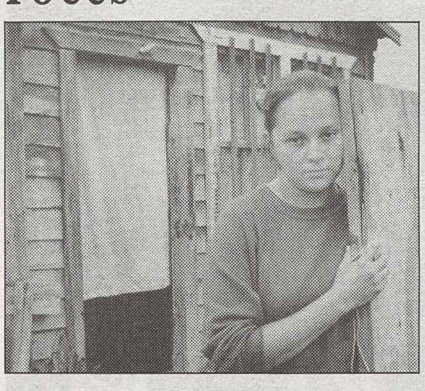
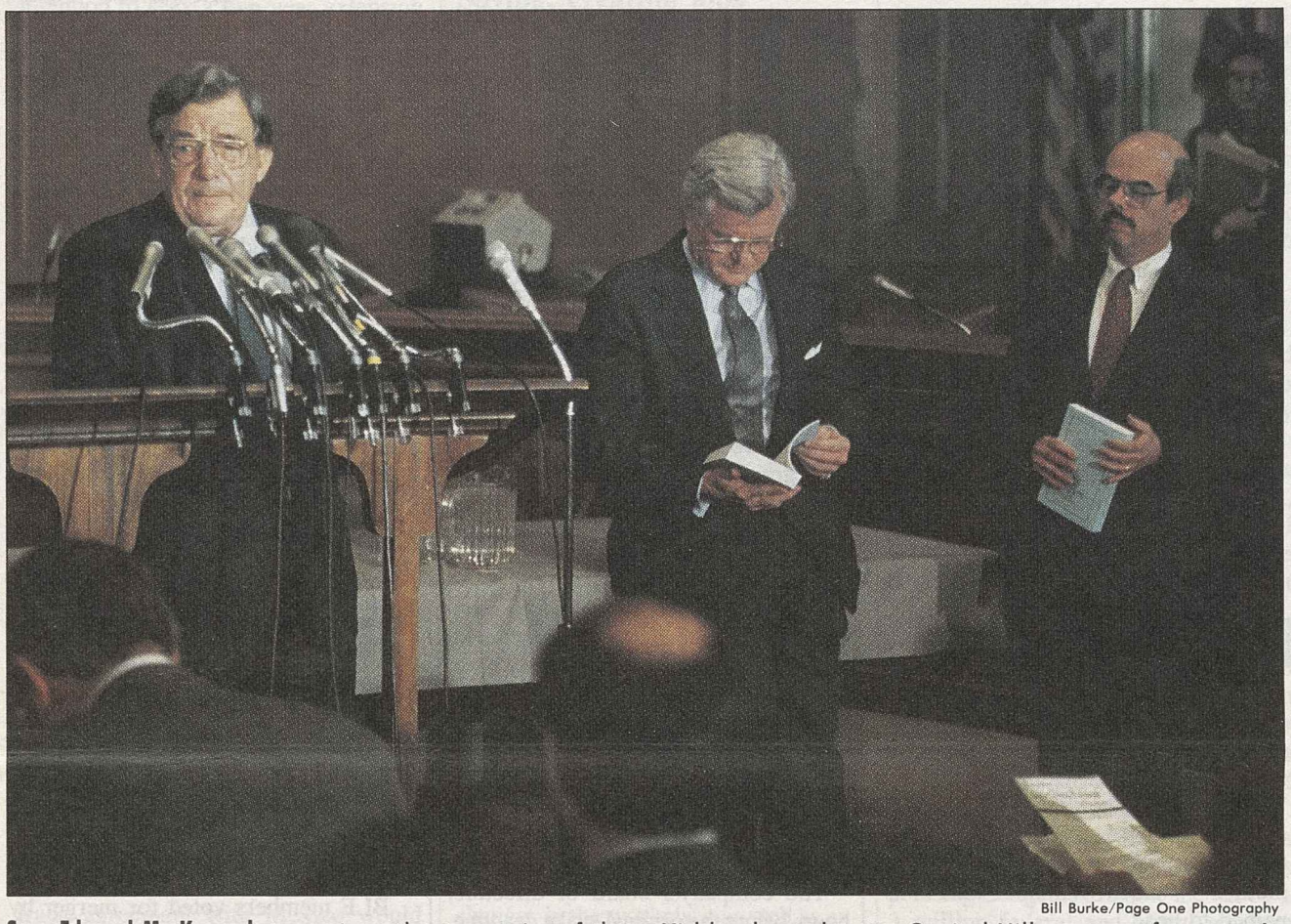


Workers on both sides of the border pay price for exploitative maquiladora projects. **See Pages 6-7**



Bill Burke/Page One Photography

Sen. Edward M. Kennedy examines the transcript of the AFL-CIO health care hearings while President Lane Kirkland speaks at a Capitol Hill news conference. At right is Rep. Henry Waxman.

Health care campaign reaches Hill

AFL-CIO presents evidence of America's 'deplorable' system

By Colleen M. O'Neill

The AFL-CIO reported to Capitol Hill on its campaign for national health care reform as President Lane Kirkland presented Congress with the findings of the federation's eight regional hearings.

Kirkland, characterizing the state of America's health care as "deplorable," urged fundamental reform of the system during a Jan. 29 news conference attended by Sens. Edward M. Kennedy (D-Mass.) and Donald W. Riegle Jr. (D-Mich.) and Rep. Henry Waxman (D-Calif.).

"What we found — and what the hearing record shows — is a growing problem that is no longer exclusive to the fringes of our society," Kirkland told the lawmakers. "It's now hitting at the solid, working middle class — the backbone of the country — people who do their level best to pay their bills and meet their obligations."

The AFL-CIO heard from 94 witnesses at hearings last fall in Providence, R.I.; Chicago; San Francisco; Louisville, Ky.; Detroit; New Brunswick, N.J.; Birmingham, Ala., and Austin, Texas. They included victims of the system, health care professionals, elected officials, union members and insurance industry representatives.

In his remarks, Kennedy called the 488-page transcript from those hearings "must reading for every member of Congress," and thanked the AFL-CIO for the work in documenting the health care crisis.

"This document is powerful for all workers — Americans are just a pink slip away from no insurance," he said.

Kennedy noted that "this is the year for action. Labor, business, hospitals and physicians and consumers are mobilized as never before, and it is time for Congress to act." He pledged that the 102nd Congress would be known

Continued on Page 12

Labor scorns U.S.-Mexico trade accord

By Mike Hall

The AFL-CIO has placed containment of a potentially disastrous U.S.-Mexico free trade agreement high on labor's agenda for the 102nd Congress.

In one of the first battles of the new session, the federation will seek to get the trade agreement off the "fast track," a procedure that avoids a thorough congressional debate. Senate hearings are scheduled Feb. 6.

The AFL-CIO legislative agenda contains a broad range of workplace, family, social and trade issues. Many of the issues, such as striker replacement, Hatch Act reform, family and medical leave and civil rights are carryovers from the last session.

Broad-ranging agenda

New concerns, besides the U.S.-Mexico free trade proposal, include health care legislation, major OSHA reform, an anti-recession program and reauthorization of the nation's highway and mass transit program. **(See list, Page 3).**

A free trade agreement with Mexico would allow complete access for Mexican-made products to enter the United States. These items are made by Mexican workers, most making less than $1 per hour. If these low-wage products flood the American marketplace, thousands of U.S. workers could lose their jobs.

In addition, free trade could allow Mexican contractors to bid on American construction projects and allow them to use Mexican crews, which would throw thousands of U.S. construction workers out of an already slumping industry.

The fast track authority, created under the 1988 Trade Act, means the administration can negotiate any deal it wants, draft the specific legislation and leave Congress with only a simple yes

Continued on Page 3

Deregulation blamed for disintegrating airline industry

By Candice Johnson

Blame for the current financial crisis in the U.S. airline industry should be laid squarely on the full-scale deregulation of airlines in 1978, said Richard Kilroy, president of the AFL-CIO Transportation Trades Department.

Kilroy criticized attempts by the Bush administration to blame labor and fuel costs for the current turmoil in the industry, and said an administration proposal to increase foreign investment in the U.S. industry would not work.

"Today, major air carriers are disintegrating and the administration is looking for foreign saviors to fix an industry crisis whose roots lie in the failed experiment of airline deregulation," he said.

The January shutdown of Eastern Airlines was just the latest jolt to the now not-so-friendly skies. Some of the nation's oldest carriers, including Pan American World Airways and Trans World Airlines, are scrambling for cash, while the fate of regional and smaller lines also is up in the air.

Many airlines — including TWA, USAir, Hawaiian, Midway, America West and Northwest — are struggling under, in some cases, billions of dollars of debt undertaken during the wave of leveraged buyouts in the 1980s.

The Bush administration has proposed increasing foreign ownership of U.S. airlines from the current 25 percent to 49 percent, but Kilroy said the plan would not bail out the industry. Instead, the administration should reassess the failed policies of airline deregulation, he said.

Since deregulation, the airline industry has experienced 51 mergers and more than 150 bankruptcy filings, with

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A chronicle of mismanagement

Pages 8-9

Kheel exploring possible Daily News ESOP buyout

By James B. Parks

With prospects for a negotiated settlement appearing no better, the unions striking the New York Daily News are exploring possible ways of buying the newspaper through an employees stock ownership plan.

The News' parent Tribune Co. has agreed to recognize Theodore Kheel, an unpaid adviser to the unions, as a potential buyer "on behalf of an employee stock ownership plan now being formed." Kheel said he was notified of the development by officials of Lazard Freres, the investment group advising the News on possible sales.

This would allow Kheel to receive confidential financial information about the company's assets and liabilities. Kheel has agreed to keep the information secret and to resign as an adviser to the unions to pursue the buyout.

"My only interest is in saving the Daily News for the people of the city and the workers," said Kheel, who will not accept any fees for his work.

About 2,300 News employees from nine unions went out on strike Oct. 25 after working six months without a contract. Last month, the parties got back to discussions with the aid of federal mediators with no immediate success and News publisher James Hoge subsequently announced the paper would close or be sold unless a settlement was reached.

Under a stock ownership plan, the employees would own part of the paper, similar to the 20 percent stake negotiated with the New York Post last summer.

The paper might be operated under a joint venture with the Post, using the same facilities and services, but with an independent editorial and news staff, Kheel said.

No deal yet

Kheel said he has talked with Post publisher Peter Kalikow and British publisher Robert Maxwell and both have expressed an interest in hearing what he has to say. But he emphasized that while the lines of communication are open, there is no deal.

The unions consider April 3 the "D-Day" by which the News must close or sell, Kheel said. That assumes a 14-day extension of the 60-day notice required by law of possible closing.

The unions still will try to settle with the News or any new owners, Kheel said. The key issues that must be settled are the contract conditions on the table when the strike began, the status of replacement workers, settlement of management lawsuits against the unions, and shutdown liabilities.

Steve Miller/Miller Photography

Soviet trade unionists join a picket line at the Daily News behind Barry Lipton, president of the New York City Newspaper Guild. The Soviets were on a 30-day tour of the United States.

In the continuing negotiations under the auspices of federal mediators, the Mailers were presented with proposals "just as bad as their original proposal, if not worse," said George McDonald, who heads both the Mailers and the Allied Printing Trades Council, the striking unions' umbrella organization.

McDonald said the Mailers proposed a wage freeze and a 25-percent cut in mailroom staff, but the News negotiators rejected the offer.

Negotiations also were scheduled last week between the company and the Newspaper Guild, Electrical Workers, Paper Handlers and the Machinists.

Meanwhile, the unions will continue their boycott of the News and keep pressuring the Tribune Co. to settle.

Twelve unions are sponsoring an ongoing paid advertising campaign in several New York newspapers calling on the News' owners to "settle or sell" the paper.

The striking workers will receive a boost this week when leaders of the Printing Trades Council, New York State AFL-CIO and the New York City AFL-CIO hold a rally in Chicago with members of the Chicago AFL-CIO and the Tribune Co. unions to support the strike.

Steelworkers, USX talk past strike deadline

By James B. Parks

Negotiations between the Steelworkers and USX Corp., the nation's largest steelmaker, continued past the strike deadline late last week after the union agreed to a short contract extension.

The USWA extended by 24 hours the midnight Jan. 31 strike deadline because of some progress on economic issues and concern over the possible restructuring of the company, said union spokesman Dick Fontana.

The prospects for settlement were not clear, but Andrew "Lefty" Palm, the union's chief negotiator, said "there is still a long way to go."

Steelworkers President Lynn Williams had said a brief extension would make sense if substantial progress is made at the bargaining table. Details of the negotiations were not divulged because of a news blackout.

Williams dismissed as a "ploy" the company's request for a 90-day extension of the current four-year contract, reached after a six-month lockout that began in 1986.

The company wants to avert the possibility that a work stoppage would be ruled a lockout, as happened in 1986, Williams said. The 1986-87 USX lockout was the first project of the AFL-CIO's then new strategic approaches method — which Williams later was named to head.

The contract covers approximately 20,000 USX steel and mining workers in Pennsylvania, Ohio, Indiana, Illinois, Minnesota, Alabama and California. Talks resumed Jan. 7 after early attempts to reach a contract failed in November.

The USWA is seeking a "pattern plus" contract, Palm said, which would entail the same wages and benefits as other major steelmakers.

The union wants to restore cuts taken during the steel industry downturn in the early 1980s. The other major steelmakers have already accepted the pattern increases in contracts signed since 1989.

The average USX worker makes $10.84 an hour plus benefits. Workers are seeking about $2.30 more per hour. About $1.30 of that raise would restore pay concessions.

The union also is seeking guarantees that would protect pensions, insurance and other employee interests if USX restructures its US Steel division.

The company's board of directors, hours before the original strike deadline, voted to issue a new class of stock for its steel division, a move that paves the way for USX to pull out of the steel business and concentrate on its more profitable energy operations.

The board's decision did not surprise the union, Fontana said, only its timing. "It certainly gives us something more to think about," he said.

The board's vote is part of a pattern towards selling the steel division. Last November, while negotiations were under way, the board decided to transfer the division's assets and liabilities to a wholly owned subsidiary.

Meanwhile, about 300 local union presidents attending the Basic Steel Industry Conference pledged to consider a boycott of USX's Marathon service stations if a strike occurs.

BLE and ATDA agree to merge

Cleveland

The Brotherhood of Locomotive Engineers and the American Train Dispatchers have voted overwhelmingly to merge their unions.

BLE members voted for merger by a 98 percent margin, with ATDA members supporting affiliation by an 84 percent vote. BLE has 51,000 members, including 28,000 rail employees and engineers, while the ATDA represents 2,200 railroad dispatchers.

Merger of the two unions will be completed by 1996, said BLE President Larry D. McFather, noting that proposed changes in constitutions should be completed this year, following the unions' separate conventions. The move will strengthen both dispatchers and engineers in collective bargaining, he said.

ATDA President Robert J. Irvin said both unions will benefit under the merger, adding that the two crafts are essential to "making the nation's railroads go."

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LEGISLATION

Priorities for Congress: jobs, safety

Continued from Page 1
or no vote and no amendments allowed. However, the fast-track authority runs out June 1 and the administration must ask for an extension by March 1. Then either house has until June 1 to disapprove the extension.

The administration has announced its intention to seek a two-year extension of the fast-track authority, for both the U.S.-Mexico free trade negotiations and for further negotiations to complete the Uruguay Round of the General Agreement on Tariffs and Trade, which broke down in December.

Fast-track fight

Meanwhile, the AFL-CIO has written to both the Senate Committee on Finance, where hearings are set to begin Feb. 6, and to the House Ways and Means Committee, urging that they disapprove President Bush's request to negotiate under fast-track authority.

The process also could be short-circuited through a vote to revoke fast-track authority, which essentially is merely a rule-making exercise in both the House and the Senate. It can be changed at any time with a vote to change the rules.

During the last session of Congress in November, 37 senators co-sponsored legislation that would remove the existing fast-track authority. It would only take the vote of 51 senators to kill it.

As the legislative maneuvering gets under way, the AFL-CIO is pointing to current U.S.-Mexico trade patterns as indicative of the kind of impact a free trade agreement with Mexico would have. The current maquiladora, or "twin plant" program, which now employs close to half a million Mexican workers in 1,800 plants along the border, has cost U.S. jobs, damaged the environment on both sides of the border and exploited workers in Mexico **(see stories, Pages 6-7).**

A free trade agreement with Mexico also could eliminate existing trade protections for U.S. industries such as steel, textile and apparel and certain agricultural products. And it could encourage Japanese and other foreign companies to set up shop in Mexico to secure even more access to the U.S. market, perhaps as transshipment points for their goods.

Saving, creating jobs

While the proposed U.S.-Mexico free trade agreement poses a serious threat to American jobs, the reauthorization of the nation's highway and mass transit program would maintain existing jobs, while creating additional ones.

The reauthorization for the program, which began in 1956, would include funding for completion of the interstate system and its maintenance and repair, along with urban mass transit systems. It would also cover any other highway or transportation-related projects approved by Congress.

It is expected that the reauthorization will cover either a two- or five-year period. Estimates show that if the program is reauthorized for two years, some 300,000 jobs could be created and 700,000 jobs would be created under a five-year reauthorization.

AFL-CIO lobbyists also will take the case for worker safety to Congress, emphasizing the need for overall reform of the Occupational Safety and Health Act, and for specific construction safety measures.

Safety reform needed

The OSHA is now 21 years old and the law is in need of overhaul to reflect changes in the workplace as well as experience with the law. The overhaul is needed to follow up on gains workers have made in recent years on the right-to-know about toxic chemicals and stronger standards on certain hazards.

Hazards such as lead exposure in the construction industry and exposure to many other chemicals remain unregulated. There are fewer OSHA inspectors today than in 1980 and only a handful of dangerous workplaces are inspected each year. OSHA regulations do not cover millions of workers.

The reform legislation also should set stronger health and safety standards and seek tougher enforcement procedures and penalties. It should also establish worker health and safety committees, which would have the right to act concerning unsafe and dangerous practices.

Last year, Congress held hearings on construction safety legislation and that will be reintroduced later this year. It will call for a separate construction safety office within OSHA, make contractor health and safety programs mandatory on construction sites and require construction safety specialists to monitor the programs.

Bills reintroduced

Labor's supporters in the House acted quickly to reintroduce major programs backed by the AFL-CIO and adopted by Congress last year, but vetoed by Bush.

House sponsors said they hope to pass a civil rights bill as quickly as possible, to restore legal remedies to victims of workplace discrimination that were severely restricted under recent Supreme Court rulings.

A family and medical leave bill, which would allow working parents to take up to 12 weeks of unpaid leave on the birth or adoption of a child, or for the worker's or a family member's serious illness, has been re-introduced in both the House and Senate.

With the reintroduction of a Hatch Act reform bill in the House, labor is pressing Congress to allow the nation's 3 million federal and postal workers some opportunity to exercise the political rights Americans enjoy.

Bills banning the use of permanent replacement workers during an economic strike have been reintroduced in both chambers, and labor is continuing its campaign to press Congress to correct the contradictions in the law that give workers the right to strike yet allow their jobs to be permenently taken away for exercising that right.

102nd Congress

Labor's Agenda

The AFL-CIO's legislative agenda, determined by the Executive Council's Legislative Priorities Committee, is non-exclusive and not in order of priority. It may be changed during the course of the 102nd Congress as events warrant.

Airline Labor Protections
Anti-Recession Program
Asbestos Removal
Black Lung Reform
Budget
Buy America
Campaign Finance Reform
Cargo Preference
Civil Rights
Construction Safety
Davis-Bacon Reform
Drug Lab Certification
Education/Skilled Training
Energy
Family and Medical Leave
FEHBP Overhaul
Fish Inspection
Fringe Benefits
- Education
- Legal

Hatch Act Reform
Health Care
Highway/Mass Transit
Minimum Wage
NLRA Amendments
- Security Guards
- University Professors
- Performing Arts

Public Employees' Collective Bargaining
Nuclear Waste/Toxic Waste
OSHA Reform
Pension Reform
Railroad Shortline LPPs
Revenue Foregone
Strikers Replacement
Student Aid/Loans
Tax Modification/Section 936
Telephone/Workplace Monitoring
Trade
- Mexico Free Trade
- GATT
- Voluntary Restraints
- Textile and Apparel
- GSP Reform

Unemployment Insurance
Universal Voter Registration

Free trade plan raises alarm on child labor abuses in Mexico

Mexican children, already forced at an early age to work, may bear a heavier burden of work under the proposed U.S.-Mexico free trade agreement, it was reported at a Capitol Hill forum.

Although Mexican law sets its minimum working age at 14 years, 11.5 percent of all children aged 10-14 are working in Mexico today, according to statistics compiled by the labor-backed Child Labor Coalition. In addition, 10 million of that country's children aged 6 to 15 are self-employed — selling chewing gum, washing windshields, cleaning shoes and delivering packages — the group said.

Many children now are employed by maquiladora plants operated by U.S. corporations, said AFL-CIO economist Mark Anderson, who warned that a U.S.-Mexico free trade agreement, essentially extending the maquiladora concept to all of Mexico, would open up new avenues for abuse.

Today, some 1,800 maquiladora plants, nearly 90 percent of them owned by U.S. corporations, employ 500,000 Mexican workers to assemble products for the U.S. market, including consumer electronics, autos and parts, and textiles and apparel.

Maquiladora workers earn about 50 cents an hour, less than half the average wage in Mexico, and more than 60 percent of maquiladora workers are young women, Anderson said. The workers and their families live in shanties without running water or electricity and far from schools, hospitals and other amenities, he said, and wells have been polluted by toxics from the plants.

Anderson said a free trade agreement with Mexico, rather than promoting Mexico's economic development as its proponents claim, would only intensify the flight of U.S. capital and an unfair competition between U.S. and Mexican workers.

Labor organizers are collaborating with Mexican laborers in the maquiladora plants, so that workers will not be pitted against one another, said Shelley Herochik, assistant education director of the Ladies' Garment Workers.

U.S.-Mexican free trade not only would open the gateway to more loss of jobs in this country, but would lead to further exploitation of workers in Mexico, especially the children, Herochik said.

"We can't control child labor in the United States, because the federal government has thrown its hands up in the air," Herochik said. In Mexico, where tools of enforcement are even less stringent, child labor at U.S.-owned plants would go unchecked, she said.

The Child Labor Coalition estimates that 1.5 million of the Mexican children aged 6-15 are living on the streets, abandoned and often addicted to drugs. Half of Mexican children drop out of primary school, and only 10 percent receive a secondary school education, the group said.

It is virtually impossible to count the numbers of working children in the United States or Mexico, said Linda Golodner, executive director of the National Consumers League. Much of child labor is uncountable, performed at home or illegally for organizations.

Noting that while Mexican workers are paid much less than American workers, many of Mexico's children work unpaid, Golodner said. Some work with pesticides have already proven to have severe effects on bone development, she said, and "opening the borders will make the situation worse."

Rep. Marcy Kaptur (D-Ohio) told the crowd of some 350 forum participants that she and other members of Congress "will only support a trade agreement that raises the Mexican standard of living toward the U.S. standard of living, rather than lowering the U.S. standard of living toward the Mexican standard."

The forum sponsors included the National Wildlife Federation, National Toxics Campaign, National Consumers League, Child Labor Coalition, Fair Trade Campaign, Institute for Policy Studies and United Methodist Board of Church and Society along with the AFL-CIO and three of its affiliated unions. **—Press Associates**

UNION NEWS

OSHA enforcement better in unionized workplaces

By Arlee C. Green

Safer workplaces can officially join wages and benefits as areas in which union members top nonunion workers. Two studies have confirmed what millions of unionized workers in manufacturing and construction already knew, or at least suspected.

The studies, by David Weil of Boston University's School of Management, found union workplaces in those two industries are more likely than nonunion establishments to receive health and safety inspections — and those inspections are more intense and result in higher fines or shorter abatement periods. Both studies are based on an analysis of the Occupational Safety and Health Administration's enforcement activity during 1985.

"The studies demonstrate that unions play a key role in safety and health in making sure the OSHA law works to its fullest to protect workers on the job," said AFL-CIO Safety Director Peg Seminario. "Unfortunately, it shows that nonunion workers have little or no protection and can't depend upon the government to protect their safety and health on the job."

The studies credit union health and safety training, contract language barring employer retaliation against workers exercising OSHA rights, union pressure on the agency for the increased involvement of union members in the OSHA process, and union members' higher level of hazard awareness.

"Union impact on enforcement activities will be most pronounced where they are best organized — in larger workplaces" where they are likely to have the number of people to create, train and maintain effective safety and health committees, Weil said.

This finding underscores one aspect of the AFL-CIO's push for legislative reform of the nation's job safety law — mandatory labor-management safety committees.

Weil stressed that because of the positive effects of unions in the workplace, "implementation of OSHA therefore seems highly dependent upon the presence of a union in the workplace." Employees' exercise of their OSHA rights is critical to achieving the quality of enforcement envisioned under OSHA, he said. "If workers do not become 'partners' in this regulatory process, the chances for OSHA success seem dim indeed."

Underscoring the contrast in one study, Weil concluded, "A de facto 'two-tiered' system of regulation has emerged in the construction industry. For the union sector, OSHA represents a real force in ensuring the enactment of safety and health standards, particularly in larger sites. In contrast, for the nonunion worker, OSHA has become the 'toothless tiger' commonly cited by its critics."

Both the manufacturing and construction studies found that unions substantially raise the probability of receiving a complaint inspection, an effect that grows with the size of the establishment or worksite.

In manufacturing, unionized workplaces with more than 500 employees face the probability of a complaint inspection 8.5 times greater than nonunion establishments.

For unionized construction, the probability of a complaint inspection is more than three times higher than for nonunion. Weil found too that the probability of a programmed inspection for union worksites is three times grater than for nonunion.

Union workers or their representatives are more likely to accompany an OSHA inspector during a workplace tour, an action that Weil said increases the intensity of the inspection. Employees exercise their "walk-around" rights in 69.8 percent of union OSHA inspections compared to just 3.7 percent for nonunion manufacturing workplaces with 500 or more workers. Similar results were found for all sizes of construction employers, ranging from 34.2 to 47.6 percent for union workers, compared to 2.3 to 4.6 percent for nonunion.

Worker involvement in the OSHA inspection lengthens the time of an inspection, intensifying the inspector's focus on prevailing conditions in the workplace. This, in turn, leads to more citations, Weil found.

In manufacturing, union involvement led to significantly higher penalties and, in construction, led to shorter abatement periods.

Specifically, fines in unionized workplaces are higher by anywhere from $18.05 per violation (for firms with 100-249 employees) to $67.48 per violation (for companies with more than 500 employees) than those paid by comparable nonunion establishments. The magnitude of these union effects can be appreciated, Weil said, by noting that "the average manufacturing establishment paid only $34 per violation in OSHA penalties in 1985."

Court upholds overtime pay for county fire battalion chiefs

The Supreme Court has let stand a lower court decision that requires Kern County, Calif., to pay back overtime to its 28 fire battalion chiefs.

The decision "reinforces the generally accepted viewpoint that the overtime and minimum wage protections of the Fair Labor Standards Act are properly applied to state and local government employees," said Fire Fighters President Alfred K. Whitehead.

Congress has amended the law to allow governments to substitute compensatory time off for overtime pay for many workers.

The court declined to review a decision by the 9th Circuit U.S. Court of Appeals that FLSA overtime provisions applied to the county's 7,000 employees.

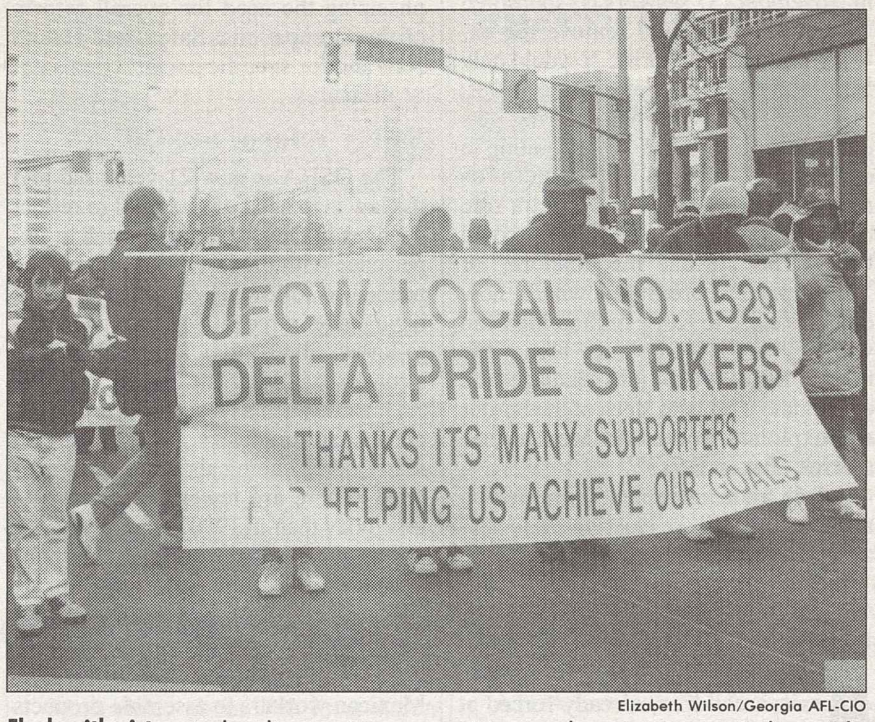
In so doing, the high court also rejected a move to reconsider its landmark 1985 decision, in Garcia vs. San Antonio Metropolitan Mass Transit Authority, that overtime and minimum wage provisions apply to public employees.

Almost all the Kern County chiefs are scheduled to work 144 hours during an 18-day period. The county classified the chiefs as executives, which barred them from time-and-a-half pay for working more than 136 hours in that period.

The appeals court ruled the chiefs were not executives, because they are not salaried workers under the law.

The chiefs are subject to deductions in pay for missing less than a full day's work, the court said, while executives do not punch a time clock.

Several jurisdictions, including Los Angeles County, said the ruling could cost billions of dollars if it was applied nationwide. But Whitehead said the decision was based "on a very narrow ground."



Elizabeth Wilson/Georgia AFL-CIO

Flush with victory in landing union recognition and a contract at Delta Pride Catfish Inc., members of Food and Commercial Workers Local 1529 march in Atlanta's Martin Luther King Jr. birthday celebration. UFCW President William H. Wynn was deputy marshal of the parade.

Machinists sue defense firms for violating 60-day layoff notice

By Arlee C. Green

The Machinists are suing General Dynamics Corp. and McDonnell Douglas Corp. to recover back pay and benefits for 3,200 IAM members who were laid off without proper notice.

The workers were laid off after the U.S. Department of Navy canceled its A-12 stealth bomber contract.

The IAM suit, filed in the U.S. District Court for the Eastern District of Missouri, charges the dismissals violate the Worker Adjustment and Retraining Notification Act by not providing the required 60-day advance notice.

The suit was filed by the IAM and District Councils 837 and 776, seeking back pay and benefits for a 60-day period, plus interest and court costs.

"The contractors had no basis for breaking federal law by refusing to provide 60 days' notice of the layoffs," declared IAM President George J. Kourpias. "The 'prior notice' law was designed to protect workers in exactly this type of situation. We intend for the contractors to obey the law."

Kourpias stressed that the contractors knew months ago that the A-12 program was in deep trouble. "Secretary (of Defense Richard) Cheney publicly warned on Dec. 14 that he might cancel the A-12, and the problems afflicting the program were widely publicized by the press for most of last year," Kourpias said.

In January 1988, General Dynamics and McDonnell Douglas were selected to work jointly on the A-12 program to design and build an advance attack jet using sophisticated "stealth" technology. According to the IAM, Pentagon records show that by July 1988, the contractors knew the project, which operated under a fixed-price contract, was running behind schedule and above cost.

By October 1989, the IAM said, Pentagon analysts were warning that work was $500 million over budget and two years behind schedule.

Last June, the companies jointly notified the Navy that the program was $1.4 billion over budget and one year behind schedule. Recent Pentagon estimates cost overruns on the $4.8 billion development program may exceed $2.72 billion.

The contractors' handling of the A-12 program is being investigated by the Securities and Exchange Commission, the U.S. Attorney's Office, Congress and the Pentagon.

Both firms received notification of the A-12 cancellation on Jan. 7, 1991. One day later, General Dynamics dismissed 1,200 workers at its Fort Worth, Texas, division. IAM District Council 776 represents the employees, who were terminated.

Likewise, on the same day, McDonnell Douglas laid off 2,000 of its production and maintenance employees who had been working on the A-12 program at its St. Louis plant.

Desert Storm affects rail unions' strike plan

By Arlee C. Green

The 11 unions representing workers on the nation's major railroads, dissatisfied with a Presidential Emergency Board's recommendations for reaching a national contract, are counting down to the Feb. 15 deadline when they will be free to initiate strikes.

Most agree, however, they will not take action while Operation Desert Storm continues.

The unions, representing 235,000 workers, have bargained for three years with the National Railway Labor Conference on a new national contract. The conference, which represents 98 railroad firms, has sought an eight-year wage freeze and crippling work rule changes.

Richard I. Kilroy, president of the Transportation Communications Union, said the next step is "self-help, that is, we must strike the railroad industry if we are to secure a new national agreement. Of course, we are sensitive to the war in the Persian Gulf and that will certainly be taken into consideration at the appropriate time."

United Transportation Union President Fred Hardin said his union will not "initiate a strike while the military situation remains unresolved."

Electrical Workers Vice President Pat McEntee said that the Gulf War will "certainly influence what our decision will be." He warned, however, that if carriers proceed to institute severe work rule changes, "our members will have no choice but to go out. The strike vote we took passed by the highest percentage ever."

The Locomotive Engineers said it is not planning an offensive strike action upon the expiration of the cooling off period.

"Our plan is to support our nation's and the allied forces' efforts by staying on the job," the union said. "Without management's respect for our decision not to strike, any moratorium is meaningless. They must resist locking out or unilaterally implementing substandard wages and work rules."

The Railroad Signalmen's executive council, which unanimously voted to authorize a nationwide strike, indicated the union, in support of the troops in the Gulf War, would postpone any strike action for up to 90 days during continuing hostilities.

TCU prepared a special newsletter for its leadership calling the emergency board report "unacceptable." Kilroy, who met with NRLC representatives, reported on that meeting that "in less than two hours, it was clear that not only was the railroads' position impossible for us to agree on, but their interpretation of the key issues was even worse than the emergency board report itself."

The Railway Labor Executives' Association's health and welfare committee, on which most of the unions are represented, will meet Feb. 6 to review the emergency board's recommendations on health and welfare.

The rail unions bargaining for a national master contract include: TCU and its Carmen division, Train Dispatchers, BLE, BMWE, Railroad Signalmen, Boilermakres, IBEW, Firemen and Oilers, Sheet Metal Workers, and the UTU.

Workplace casualty figures will be recorded by OSHA

By Arlee C. Green

The Occupational Safety and Health Administration's new Office of Recordkeeping and Data Analysis has assumed responsibility for setting the requirements and guidelines for recording occupational injuries and illnesses, duties previously handled by the Bureau of Labor Statistics.

The transfer of responsibilities occurred on Jan. 1 as outlined in a memorandum of understanding reached between the two agencies last July.

AFL-CIO safety director Peg Seminario said the federation is glad to see that after 20 years, OSHA has come to realize it needs data to run its programs more effectively. Hopefully, she said, with the creation of the new office, data will be collected by the agency to improve its enforcement and standard setting duties.

Organized labor has long maintained that employers severely underreported both injuries and illnesses on the OSHA logs. During the mid-1980s, OSHA stepped up its enforcement of recordkeeping requirements, imposing large fines on corporations that systematically underreported.

A new study, published in the January issue of the American Journal of Public Health, found that data compiled by BLS "significantly underestimated" the incidence of workplace injuries and illnesses. The University of California study centered on 1984 health clinic records for 10 semiconductor manufacturing sites.

Of 416 cases, 101 met OSHA reporting criteria, the study said. Only 60 percent of those cases were reported on the companies' OSHA 200 logs. If the 60 percent figure is representative of other industries, the study said, then the incidence of on-the-job injuries and illnesses may be nearly 70 percent higher than reported.

Further, only 44 percent of occupational illnesses were recorded, suggesting the incidence of such illnesses may be 130 percent higher than reported, the study said.

Acting Labor Secretary Roderick DeArment announced the transfer, saying it will give OSHA firsthand knowledge of health hazard statistics so the agency can direct its resources in the most effective manner. "Accurate data on injuries and illnesses are essential to workplace safety and health programs," he said.

Under the agreement, BLS will continue to conduct a national statistical survey of occupational injuries and illnesses based on data from OSHA records. Its annual survey is based on data from OSHA logs of occupational injuries and illnesses.

The new OSHA office will define the types of cases that employers must enter on the OSHA logs, and provide recordkeeping guidance to employers and others involved in recordkeeping.

Guidelines that were published by the BLS will remain in effect until the new OSHA office produces revised guidelines that it expects to finish later this year.

Recordkeeping criteria for cumulative trauma disorders and noise-induced hearing loss are currently being prepared and will be available in the near future, OSHA said.

Inbrief

OCAW seeks halt to runaway plants

The Oil, Chemical and Atomic Workers have launched a campaign to remove the runaway shop aspects of Section 936 of the Internal Revenue Code, which now encourages U.S. corporations to move their operations to Puerto Rico.

Section 936 currently exempts Puerto Rican profits from all U.S. corporate income taxes. It also includes tax and development incentives for companies to move to Puerto Rico.

"Our union is not opposed to companies expanding in Puerto Rico," said Richard Leonard, OCAW's director of special projects, "but when it comes to destroying existing jobs and ripping off taxpayers, we've got to draw the line.

"America's rustbelt is littered with the remains of plants that have shifted production...The American labor movement is gearing up to do battle with this longstanding injustice," Leonard said.

The AFL-CIO has placed modification of Section 936 on its 1991 legislative agenda. (See list, page 3)

OCAW has filed suit to prevent the shutdown of a Whitehall-Robbins pharmaceutical plant in Elkhart, Ind., with 775 employees and the shifting of the work to a plant in Puerto Rico.

Illinois groups agree to avoid fundraisers

Organized labor in Illinois has forged an agreement with state business organizations to avoid political fundraisers held by individual lawmakers during April, May and June 1991, the closing months of the General Assembly's annual spring session.

Illinois State AFL-CIO President Richard Walsh and Illinois Manufacturing Association President Arthur R. Gottschalk said they are pleased with the initial reaction to the proposal and confident that more groups will join their efforts.

The policy statement maintains "no legislator or lobbying group need be placed in a position where the receipt or gift of a contribution must be explained at a later date in relation to contemporaneous action on a particular bill of importance to that lobbying group."

Walsh noted that more than 40 groups, including most major unions and business groups most involved in the Illinois legislative process, have joined in this effort.

"There certainly seems to be a consensus that appearances of impropriety are inevitable when political contributions are made to individual legislators within hours of important votes being cast as expressed in the policy statement," Walsh said.

1991 convention reset for Detroit Nov. 11-14

The 1991 AFL-CIO Convention will be held at the Westin Renaissance Hotel in Detroit Nov. 11-14.

The convention was originally scheduled for Nov. 4-7.

Rules covering disabled will hinge on enforcement

By James B. Parks

The test of the effectiveness of the Bush administration's proposed regulations for implementing the American with Disabilities Act of 1990 will be in its enforcement, according to the AFL-CIO's Department of Civil Rights.

The administration released the first in a series of regulations required by the act last month. The new rules set architectural standards for physical access for the disabled, including workers.

The most-anticipated rules will come later this month when the Equal Employment Opportunity Commission issues proposed regulations on employment of the disabled.

Those guidelines will specify the steps employers must take to ensure they are not discriminating against qualified job applicants with a disability.

The Justice Department also this month will issue regulations to protect the disabled against discrimination in public accommodations.

The proposed rules on physical access were published in the Jan. 22, 1991, Federal Register. They require all but the smallest businesses to provide access to the disabled.

The bill was the "most important piece of civil rights legislation since the Civil Rights Bill of 1964 because it brings the estimated 43 million Americans with disabilities into the mainstream," said AFL-CIO Civil Rights Director Richard Womack.

The architectural regulations "are a big step in ensuring equal opportunity for those persons covered by the bill," he said. "The test will be in the enforcement."

"These are sensible technical regulations that should not cost much in new construction or alterations. Many can be carved out in existing buildings without great expense," he said.

The rules were released by the Architectural and Transportation Barriers Compliance Board, an independent federal agency, which will review public comments on the rules and issue a final version on Jan. 26, 1992.

The rules only apply to new construction or renovation after Jan. 1, 1992. The law applies to companies with 25 or more employees, but that number drops to 15 in 1995.

The employment and public accommodations provisions would go into effect in July 1992.

The physical access rules include requirements for convenient heights of work surfaces for people who must sit or are in wheelchairs.

Also, automatic elevators would have to meet standards regarding the length of time that the elevator doors should stay open to accommodate people who must use wheelchairs, walkers or crutches.

Audible and visible signals are required to allow vision and hearing impaired persons to be able to call the elevators and to know when a call has been answered.

The rules call for a certain number of telephones be equipped with volume controls and telecommunication devices that allow the hearing impaired to type messages back and forth over a phone line.

FOCUS

Tale of two plants

AT&T maquiladora project exploits workers on both sides of the border

This report is excerpted from a two-part series by Dave Kent of the Communications Workers, which appeared in the CWA News. The series won the ILCA's 1990 Max Steinbock award for best labor reporting.

By Dave Kent

This is a tale of two plants — one in Radford, Va., and the other 3,000 miles away in Matamoros, Mexico, just across the Rio Grande River from Brownsville, Texas. Until December 1990, workers in both plants made electronic components, such as transformers, inductors and rectifiers, for AT&T Microelectronics.

Starting in 1980, people came from the hills and valleys around Radford to get a job in the brand-spanking-new AT&T factory. Appropriately enough, the facility was called the New River Valley Works. At the time, it seemed like a golden river of opportunity, they said.

And, for the first four or five years, their dreams were realized.

The people of the southwestern Virginia community went through a union organizing campaign, finally winning the Communications Workers as their bargaining agent. They signed up as members of CWA Local 2261. They were proud to be about the only workers in or around Radford with a union to represent them. They were the envy of their friends.

Employment just kept growing, through the roof. The workforce soared from ground zero in 1980 to 2,400 by 1984.

Many quit other jobs, although they were making better money, just to get on the AT&T payroll. They just knew that, over the long haul, they'd make out better at the AT&T plant.

Others went from earning the minimum wage to jobs that paid $7, $8 or even $9 an hour. They went from little or no credit to getting loans for cars, homes and plots of land.

From dream to nightmare

Things started to go sour on July 19, 1985. That's when management announced that 157 workers would be laid off, effective the next week.

"Our customer requirements are softening," an AT&T spokeswoman told the local newspaper, The Southwest Times, at the time the layoffs were announced. The spokeswoman, "was unable to say whether this meant AT&T was expecting fewer orders, smaller orders, or a combination of both. It's complex, she said."

Complex or not, Bill Burton, then president of CWA Local 2261, said the first layoff announcement hit him like a thundering semi-truck. "It came as a total surprise. Not long before, they had been hiring as many as 30 new employees a day," Burton recalls.

Three months later, on Oct. 7, 1985, 205 more layoffs were announced. This time, AT&T said, the layoffs were caused by "a softening in the computer and microelectronics industry. We have to adjust the production level to reflect trends in the industry."

On Nov. 4, 1985, the third layoff of the year was announced, 262 workers, bringing the total for 1985 to 624 layoffs. Employment was down to 1,841.

CWA Local 2261 executive board members told the newspaper that they had been told by management that no further layoffs were expected. Still, the layoffs continued: another 154 workers in October of 1986, 96 more in January of 1987 and another 146 workers in November, 1988. And, each time, a management spokesperson told the local newspaper that the layoffs were due to "a decline in demand for our products."

Shipping work to Mexico

What management didn't tell the workers or the newspapers was that the work was being shipped to an AT&T maquiladora (twin plant) operation in Matamoros. By 1989, only 876 hourly workers were still on the payroll at the New River Valley plant, and by the end of 1990, the plant was closed.

Throughout the layoff process, management in Radford talked only about a downturn in business and not the upturn in AT&T's profits by moving the work to Mexico. They did not discuss the $8 or $9 an hour wages, plus benefits, that workers make in Radford, compared to the 90 cents an hour with no benefits that workers make in Matamoros.

Workers at the New River Valley plant took pride in themselves and their jobs. They designed the codes that were being shipped away: "We get them up and running and then they take them to Mexico." Management even videotaped the work and sent the videotapes to Matamoros as training films.

Luckily, many of the Radford workers had a safety net. Patricia and Mark Witt, for example, were laid off together Nov. 25, 1988, and took advantage of career counseling and training opportunities offered by the CWA-AT&T Alliance for Employee Growth and Development. They attended the New River Community College under the program negotiated by CWA in the 1986 contract.

Harry Carver, 30, secretary-treasurer of Local 2261, got a job as western state coordinator of Doug Wilder's successful campaign for governor. But his layoff from the New River Plant left him bitter at AT&T.

"They gave us 30 days' notice of the layoff — not out of the kindness of their heart but because they were required to," he said.

Jobs no boon to workers

Meanwhile, the plant in Matamoros continued to blossom. A 50,000-square-foot manufacturing facility employing 600 workers opened in 1987, and an even larger plant opened nearby in June 1989.

But, while the workers in Radford were making about $8 to $9 an hour, buying homes and cars and trying to live the American dream, the workers in Mexico are paid less than $1 an hour, and their only benefit is a health plan under the Mexican national system. They live in poverty, in neighborhoods called "colonias," often without running water, electricity or sewage facilities.

Socorro Leos lives in a concrete block home with an outdoor privy in a colonia with her husband, Javier, and their two daughters, aged three and seven. They have no electricity and use butane gas for cooking. They consider the gas too expensive for heating.

Socorro is grateful, however, that the family now has a water spigot within a few yards of the house. Previously, she and her neighbors shared a common faucet a half-block away.

Socorro quit her job with AT&T Microelectronica de Mexico in January 1989 for health reasons. Despite working with soldering equipment and various chemicals, there was no extractor and the fumes caused dizziness, nausea and headaches, Socorro says.

Once, when she complained about feeling ill, her supervisor took her to a company nurse and, 30 minutes later, she was sent back to work. "They blamed my problem on high blood pressure, although I've never had a high blood pressure problem in my life," Socorro says. When she asked to be transferred to another job, she was told nothing else was available.

Her last AT&T paycheck, dated Dec. 25, 1988, was for 96,000 pesos (about $40 U.S.) for 42 hours of work.

Information hard to get

The AT&T workers in Matamoros manufacture power rectifiers and transformers that provide the current to run computers and electronic switching systems. Many carry the job title of "wire handler" — the same jobs the U.S. workers performed in Radford. Getting accurate figures from AT&T on current and future employment in Matamoros has been difficult and confusing.

The CWA News attempted to tour the plants and meet with AT&T public relations personnel, but efforts by Richard "Toby" Tarver, president of CWA Local 6229 in Harlingen, Texas, to arrange a tour met with what he called a "runaround." He was bucked from office to office, and the people who were said to be able to make the arrangement were never available.

After the CWA News reporter and photographer had come and gone, the company did invite other CWA officials to visit the facilities. CWA Representative Jack Limmroth and Local 6260 President David Amesquita of Mesquite, Texas, toured the plants in late April 1989.

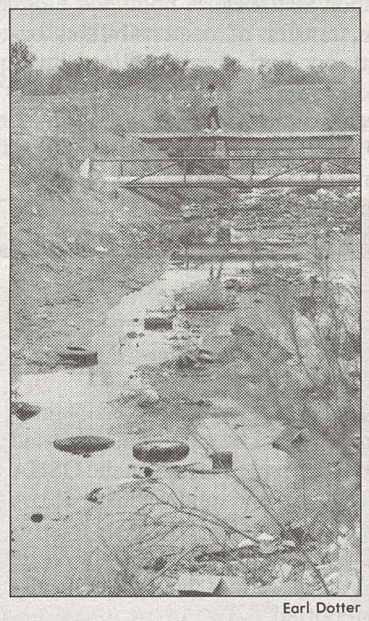
AT&T management told Limmroth and Amesquita that 600 Mexican workers were on the payroll in Matamoros — a figure that jibes with Tarvar's estimate. However, while Tarver and others in his local had heard that AT&T employment would soar to over 6,000 when the large new facility opened in June, AT&T claimed that the combined employment in the two plants would be only 645.

Limmroth and Amesquita were told that although Mexican law permits employment of children as young as 14 years, AT&T only hires youngsters who are 16 and up.

The company also maintained that it adheres to U.S. occupational safety standards in the Matamoros plant, and said that it plans to ship 255 drums containing chemical waste back to the United States eventually.

Environmental peril

In February 1989, however, the AFL-CIO Executive Council said many of the maquiladoras "pose a deadly threat to those living on both sides of the border as they release toxic wastes into the air, the water and the soil. Further, because of the uncontrolled growth of the so-called 'twin plant' program, essential infrastructure development of housing, sewage systems, water supplies and roads and bridges has not kept pace and is dangerously inadequate."



Earl Dotter

Stream behind colonias is dumping ground.

Leslie Kochan, in a report commissioned by the AFL-CIO, called "The Maquiladoras and Toxics: The Hidden Costs of Production South of the Border," says one researcher estimated that 20 million tons of waste are generated each year, and that another 100 million tons of accumulated waste are improperly stored.

In the United States, firms that keep waste on their property more than 90 days must obtain waste storage facility permits; Mexico has no limit on how long waste can be stored. And, Mexico has no standards to protect workers from exposure to industrial chemicals in plants, although regulations are now being developed.

Mexican law supposedly requires that if raw chemicals or any other hazardous materials are imported for use in the maquiladoras, the toxic waste that is generated must be returned to the country of origin. However, a 1986 survey by El Colegio de la Frontera Norte showed that only 20 out of 772 U.S. maquiladora plants along the border notified the U.S. Environmental Protection Agency that they were returning waste to this country — although 86 percent of the surveyed plants use toxic chemicals.

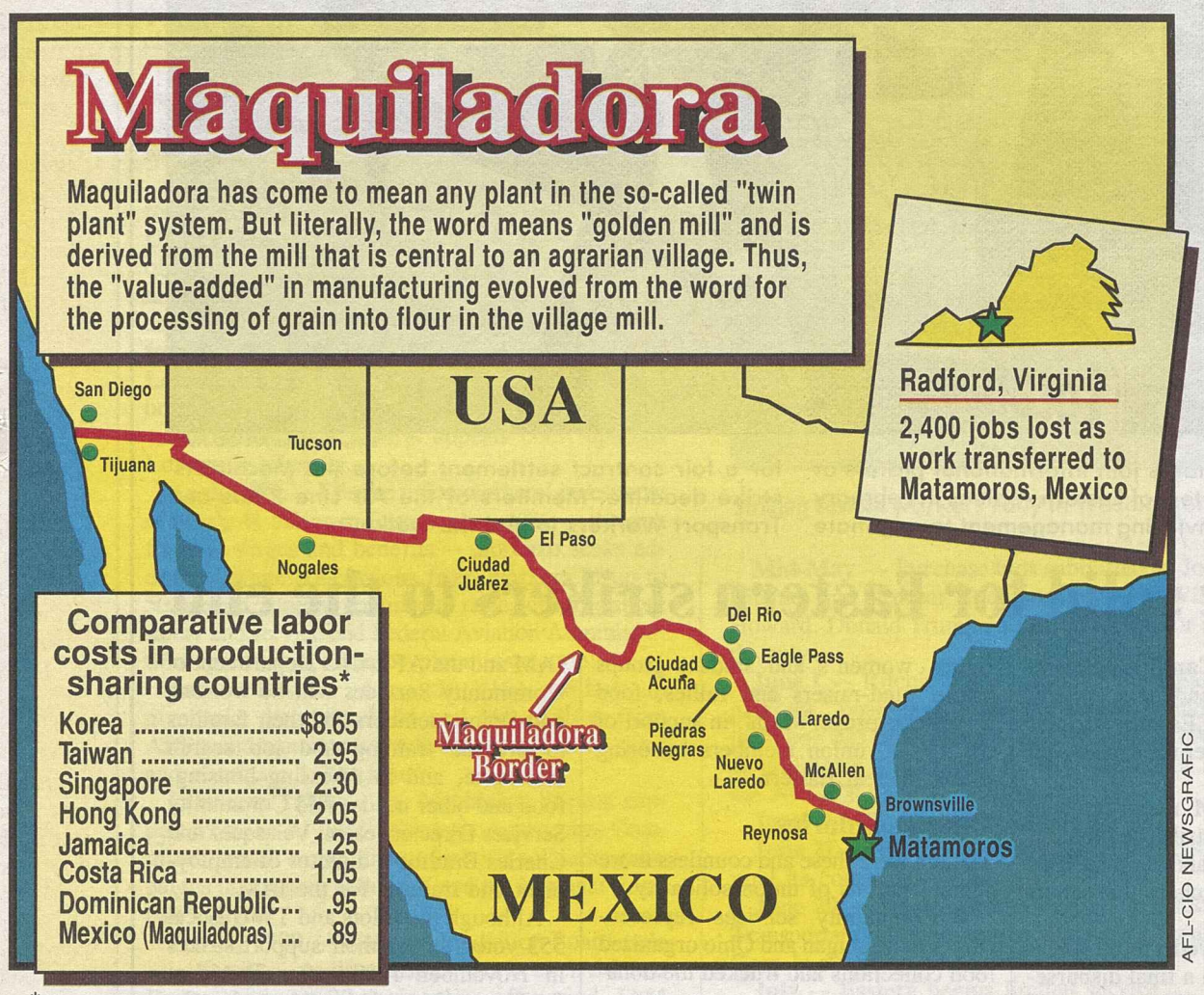
Further, the U.S. Customs Service has found many cases of hazardous substances being moved at will, without permits, in spot checks at border crossing points.

Imelda Cortinas was 17 when she was one of the first workers hired at Matamoros. She lives in a colonia that has no water, sewage facilities or electricity and where large storage barrels sit near the dirt path that leads past the family shelter. Water trucks pass by several times a week to fill the barrels. The water is used for drinking, washing and cooking.

The barrels cost about $4 each (half a day's wages) and were used for chemical storage before becoming water barrels. Several persons interviewed by the CWA News in Matamoros expressed anger and outrage about these barrels, saying they feel certain that some have been used for toxic waste storage in the past.

Maquiladora

Maquiladora has come to mean any plant in the so-called "twin plant" system. But literally, the word means "golden mill" and is derived from the mill that is central to an agrarian village. Thus, the "value-added" in manufacturing evolved from the word for the processing of grain into flour in the village mill.



Comparative labor costs in production-sharing countries*

Korea	$8.65
Taiwan	2.95
Singapore	2.30
Hong Kong	2.05
Jamaica	1.25
Costa Rica	1.05
Dominican Republic	.95
Mexico (Maquiladoras)	.89

* Source: American Friends Service Committee, 1987; map source, CWA News

Earl Dotter

Socorro Leos uses common faucet she shared with neighbors a half-block from her colonia home.

Firms strike gold south of border

By Dave Kent

U.S. businesses have found a pot of gold just south of the border, in Old Mexico. Their good fortune is called the Maquiladora (Twin Plant) Program, which gives them a virtual tax-free safe harbor, a pool of cheap labor, and lax regulation on the use and dumping of hazardous chemicals.

In 1989, some 1,500 U.S. firms were operating maquiladora plants on the Mexican side of the 2,000-mile border that stretches from Brownsville, Texas, to San Diego, Calif. They employed an estimated 370,000 workers — and experts predict that employment will grow to more than a million workers by 1995 along the border strip.

Among the major corporations with maquiladoras in Mexico are AT&T, Zenith, General Motors and a host of parts suppliers to the auto industry.

Some companies, including the Zenith Electronics Corp., have found that by shipping nearly finished products back into the United States, they can still claim the "Made in the USA" label.

Richard (Toby) Tarver, president of CWA Local 6229 in Harlingen, Texas, says, "I've lived in south Texas 34 years, and I've never seen anything like the growth they're experiencing now."

Tarver co-chairs the AFL-CIO Twin Plant Task Force, created three years ago to track the maquiladora explosion.

Although the original concept envisioned true "twin plants" on each side of the border, the vast number of workers are on the Mexican side of the border where wages are cheap, and only "shelter" operations are maintained on the U.S. side.

According to the Brownsville Economic Development Council, AT&T occupies a two-room suite in Brownsville at 3543 East 14th Street. A spokesman for AT&T said that, in fact, AT&T also utilizes 15,000 square feet of warehousing space in Brownsville with three full-time employees and one part-time worker.

A new U.S. plant opens in Matamoros nearly every week, Tarver says. Matamoros collects no taxes from the maquiladoras, so there's very little money to provide city services to the workers.

When the United States developed the twin plant program in the 1960s, the theory was that each plant on the Mexican side of the border would have a comparable plant on the U.S. side paying good wages.

And, so the theory went, good American jobs would eventually bring up wages, benefits and working conditions for the Mexican workers.

With good wages, the incentives for workers to sneak across the Rio Grande River would be eliminated, stabilizing the population of both nations. All that changed during the administration of Ronald Reagan.

After the debt crisis and peso collapse in 1982, cheap Mexican wages triggered the maquiladora explosion.

The plants employ more than a tenth of Mexico's industrial workforce and in 1988 sent $8 billion worth of parts and products back across the border into the United States.

When the materials come back across the border, the American company pays taxes only on the "value added" in Mexico. U.S. companies pay no taxes to the city of Matamoras.

U.S. employers on the Mexican side, from the start, turned to the most vulnerable and cheapest workers: young women and girls. Females represent two-thirds of the maquiladora labor force, and many are teenagers.

Even by Mexican standards, maquiladora workers are exploited, making only half what other industrial workers earn in the interior of Mexico. The average Mexican manufacturing wage was $1.57 an hour including benefits in 1987; the usual maquiladora wage including benefits was 89 cents an hour.

Cooperative pact highlights URW victory

Workers at a second Tennessee Bridgestone/Firestone Inc. plant in Tennessee are the newest members of the Rubber Workers, signing on under a cooperative agreement between the union and the Japanese-owned tire maker.

A majority of operating and engineering technicians at Bridgestone's Warren County plant signed representation cards supporting the URW. While Bridgestone recognized URW Local 1155 as the plant's bargaining unit, the local first will structure itself before beginning negotiations, the URW said.

URW President Kenneth Coss said the union-company cooperation leading to the agreement was "exemplary" and "in the best interests of all employees."

The URW has worked closely with Bridgestone since 1983, when the tiremaker bought a Firestone facility in LaVergne, Tenn. The distrust that marked Firestone's management has been replaced by a cooperative atmosphere in which the union is a full partner, the URW said.

While workers at the LaVergne plant had to walk the picket line for a month in 1979 to win union recognition, and again for three more months that same year to win a first contract, the URW has been working with Bridgestone "since before the first spade of dirt was dug" at the new plant, the union said.

The agreement reached between the URW and Bridgestone called for full cooperation on the development of work policies and practices at the Warren County plant, about 70 miles south of Nashville. As employees were hired, they received information from the company and the union concerning the plant's objectives and labor policies.

Some 150 production workers are already on the job, making radial truck tires, and 600 are expected to be working by 1994 when the plant reaches full production capacity, the URW said.

Steve Yarmola/AFL-CIO News

Executive Council members join informational pickets at the Miami headquarters of Eastern Airlines in February 1989 in hopes of convincing management to negotiate for a fair contract settlement before the Machinists' strike deadline. Members of the Air Line Pilots and Transport Workers joined the walkout.

Support solid for Eastern strikers to the end

By Candice Johnson

The Machinists ended a nearly 23-month strike at Eastern Airlines on Jan. 24, a week after the carrier shut down operations.

Nearly 8,000 IAM members held firm throughout the strike, leafletting, walking picket lines and running food pantries and strike kitchens through its final days.

IAM strikers received a $100 weekly strike benefit, with a final disbursement from the AFL-CIO Fairness at Eastern fund made to the IAM as of Jan. 25.

AFL-CIO affiliates and union members contributed a total of $1.89 million to the Eastern fund, which was established in April 1989 for emergency needs of the striking Machinists, Air Line Pilots and Transport Workers flight attendants.

Solidarity was the watchword from the beginning of the strike, as AFL-CIO union members and allies from civil rights, women's and student groups joined fund-raisers and rallies, food drives and prayer vigils, in support of the 19,000 union members honoring picket lines at Eastern.

Union solidarity

There were these and countless more demonstrations of union solidarity:

- Community services representatives in Michigan and Ohio organized food collections and trucked the donations to Atlanta.
- Unionists joined ALPA, IAM and TWU members on the national Journey for Justice, a month-long trek that began in Miami and ended at the steps of the U.S. Capitol just before Labor Day 1989.
- Red ribbons, armbands and hats worn by unionists demonstrated that another "Stand up to Lorenzo" day was being observed on picket lines in Eastern hub cities.

With the strike officially ended, the IAM and the AFL-CIO Department of Community Services will be working with union members and their families to provide training and job search assistance, and in assessing housing, food and other needs, said Community Services Director Joseph Velasquez and Charles Bradford, director of employment and training for the IAM.

Although the Pilots and TWU Local 553 voted to end their support strikes in November 1989, after President Bush vetoed legislation to resolve the dispute through the appointment of a bipartisan commission, ALPA and TWU members continued their solidarity campaign with the IAM.

The unions pressed their case in the bankruptcy court, with the creditors' committee, with trustee Martin Shugrue, with the Bush administration, in federal appeals courts and in public forums, but were not heard, noted ALPA President Randolph Babbitt, a former Eastern pilot.

Federal deregulation steers troubled airlines into tailspin

Continued from Page 1

commercial air travel concentrated in the hands of just a few carriers, the Economic Policy Institute has reported.

Fifteen independent airlines in operation at the beginning of 1986 were merged into six major carriers in less than two years.

Deregulation has fulfilled AFL-CIO President Lane Kirkland's prediction that the nation would learn why it was necessary to regulate that industry in the first place.

The 1977 AFL-CIO convention predicted that "small communities, passengers and workers will pay the price" if deregulation is enacted, which it was on Oct. 15, 1978.

In addition to Eastern's demise, Pan Am and Continental Airlines have filed for bankruptcy. TWA, American Airlines and USAir have announced layoffs and service cutbacks, and Braniff and Presidential liquidated assets to service billions of dollars of debt after filing for bankruptcy.

"Supporters of deregulation promised us unprecedented competition, lower prices and benefits for the traveler," Kilroy said. Instead, "we got monopolies and price gouging, hundreds of thousands of lost jobs, deteriorated service, the oldest aircraft fleet in the developed world, and powerful mega-carriers" that have devoured the competition.

Since the start of war in the Persian Gulf, carriers have raised domestic ticket prices by 15 percent or more, citing increased fuel and security costs. But as ticket prices skyrocket, more passengers are postponing travel plans.

Airline balance sheets show that the Middle East crisis only added to an already critical situation. Analysts estimate that the airline industry lost more than $2 billion last year.

In many cases, airlines have overextended their operations, opening new routes to Europe and the Far East, but shifting costs for those operations to passengers flying U.S. routes, particularly those in cities with few carrier choices.

A General Accounting Office study found that, 10 years after deregulation, a flight from an airport with just one or two major carriers cost an average of 27 percent more than one from an airport served by many airlines.

Here's how unions are coping with the situation at various airlines:

- At United, an offer by the three unions — Air Line Pilots, Machinists and Flight Attendants — to buy the carrier was rejected by management in October 1990 after earlier winning board approval. The unions had offered a $201-per-share, $4.4 billion package, but the board claimed the offer did not have enough support from banks and other investors.

With that deal off, new contracts with all three unions to replace already expired agreements must be settled. While ALPA and company officials are meeting with federal mediators, ALPA's United Chairman Frederick Dubinsky said the unions may reprise their buyout bid once the economy improves, with some banks and investors indicating their willingness to back an offer.

United has purchased $22 billion in new aircraft and is under pressure from financial institutions to settle its labor contracts, analysts said.

- Pan Am was the nation's seventh largest carrier when it filed for bankruptcy protection last month.

The Teamsters, ALPA, Flight Engineers and an unaffiliated flight attendants union discussed a buyout of the carrier with Los Angeles financier Kirk Kerkorian in an effort to block sale of Pan Am's U.S.-London routes. But the federal bankruptcy court judge approved the sale Jan. 10. The sale also must be approved by the British and U.S. governments.

The Teamsters, representing 6,800 passenger service and cargo agents, clerical workers and supply clerks, won restoration of an 8 percent wage cut IBT members accepted in 1988. The new contract includes a 26 percent wage increase over the three-year term — through February 1994 — and restores cuts in vacation, holiday and sick days as well as full seniority and assignment rights.

- At American, members of the unaffiliated Allied Pilots Association have been trying to negotiate a new contract since early 1990, when their agreement expired. Both the pilots union and management are meeting with federal mediators.
- TWA is $2.6 billion in debt, due to chairman Carl Icahn's use of junk bond financing. The unions have charged that Icahn, while continuing to demand deep concessions, has used TWA resources for his own gain.

Last year, ALPA, the IAM and the independent flight attendants unions staved off an Icahn deal with America West that the unions feared would be used to break them.

TWA has no fleet replacement plans, even though it owns the oldest aircraft in the industry. Last month, TWA cut its service to Europe and said it would lay off 2,500 workers. The carrier is pressing the Transportation Department to allow the sale of its London routes, stressing that it needs the funds to avoid "Pan Am's fate."

- Continental, the first victim of Frank Lorenzo, filed for bankruptcy protection in December 1990, saddled by a $2.2 billion debt. While the Pilots recently agreed to a wage freeze to save the airline, the carrier has sold some routes to American and Delta.

Eastern fails: a chronology

December 1983 — In an effort to keep Eastern Airlines flying, the Machinists, Air Line Pilots and Transport Workers, representing nearly 19,000 workers, agree to wage cuts of 18 percent in exchange for 25 percent of stock in Eastern.

January 1986 — Eastern President Frank Borman seeks another $450 million in concessions, unilaterally imposing a 20-percent wage cut and work rule changes on TWU flight attendants.

February — Texas Air Corp. takes over Eastern for a bargain-basement price of $606 million. Unions, wary of chairman Frank Lorenzo because of his union-busting efforts at Continental Airlines in 1983, try to block the takeover and put together an employee buyout. Despite a better per-share offer from the workers' coalition, stockholders accept Lorenzo's offer of $6.25 in cash and $3.75 in junk bonds per share.

November — A federal appeals court upholds Lorenzo's takeover.

April 1988 — Despite union workers' investment of nearly $1 billion in Eastern since 1976 — through forgone wages and benefits — Lorenzo seeks additional wage concessions from workers of up to 50 percent. Unions continue to raise concerns about safety and service and Federal Aviation Administration agrees to a plane-by-plane inspection.

July — Eastern demands $161 million in givebacks from the IAM and $69 million from ALPA and announces it will cut service to 14 cities and eliminate 4,000 jobs.

February 1989 — The Machinists request support from the AFL-CIO Strategic Approaches Committee, which earlier directed labor's solidarity campaigns in disputes with USX and the National Football League.

Feb. 1, 1989 — National Mediation Board ends its efforts to mediate dispute between IAM and Eastern and sets 30-day cooling-off period. IAM accepts NMB offer of binding arbitration but Eastern refuses.

Feb. 24 — The NMB recommends that President Bush appoint an emergency board.

March 3 — President Bush refuses to appoint emergency board, becoming first president to ignore recommendation of his own NMB in an airline dispute.

March 4 — 8,500 IAM members strike Eastern. Honoring the picket lines are 3,600 Pilots and 8,000 Transport Workers flight attendants.

March 9 — Eastern files for federal bankruptcy protection. Judge Burton Lifland calls Eastern "a national treasure" and declares he will not tolerate delays in reorganization.

March 11 — AFL-CIO establishes Fairness at Eastern fund to aid members of the three unions.

March 15 — By a 252-167 margin, the House approves a bill calling on Bush to appoint an emergency board to help resolve the strike.

April 5 — Denying the union appeal for a trustee, Lifland appoints David Shapiro as examiner.

April 6 — Sale of airline to investment group led by former baseball commissioner Peter Ueberroth seems likely as unions agree with him on terms. But Lorenzo jettisons the deal by changing his agreement with Ueberroth and refusing to accept a trustee during interim period.

April 12 — U.S. District Judge Edward Davis upholds right of Pilots to honor IAM picket lines.

Mid-April — Lorenzo says Eastern is no longer for sale but Shapiro cites four serious bidders and Lifland opens Eastern's books to potential buyers.

April 26 — A Harris poll shows "a 60-26 percent majority of the American people say their sympathy is more with the striking Machinists' than with the management."

May — ALPA newspaper ad traces "Texas Connection" between Lorenzo and Bush Administration, noting former Texas Air official Frederick McClure, the top White House lobbyist, among others.

Ray Crowell/Page One Photography

Striking Eastern workers rally in Washington in September 1989 at end of their "Journey for Justice."

Mid-May — Purchase bids submitted by Joseph Ritchie and former Piedmont officer William Howard. Donald Trump and Air West bid for shuttle only.

June 1 — Ritchie's $100 million bid for Eastern gains the "unanimous support of Eastern's unions," including $25 million from the IAM and ALPA and an additional $50 million in loan guarantees from the AFL-CIO and 13 affiliates.

June 7 — Trump buys Eastern shuttle.

June 21 — Eastern petitions bankruptcy court to void its contract with ALPA.

June 29 — Unions press Congress to direct the Transportation Department to investigate Texas Air Corp.'s stripping of Eastern assets.

July — Eastern begins limited service.

July 21 — Court grants Eastern an extension for submitting its operating plan.

July 25 — House aviation subcommittee chairman James Oberstar (D-Minn.) requests that the General Accounting Office investigate Eastern management practices and evaluate the Ritchie offer.

July 26 — Eastern withdraws request to abrogate its agreement with ALPA.

Aug. 4 — Pilots, Machinists and flight attendants begin "Journey for Justice," starting in Miami and scheduled to end on the steps of the U.S. Capitol in early September. Along route is a rally with AFL-CIO President Lane Kirkland, Secretary-Treasurer Thomas R. Donahue and several vice presidents in Richmond.

Aug. 8 — Pilots vote overwhelmingly to continue their sympathy strike against Eastern.

Sept. 12 — Lifland approves sale of Eastern assets in Philadelphia to Midway Airlines.

Sept. 15 — Eastern's right to exclusivity in proposing reorganization plan is extended by Lifland.

Oct. 26 — Senate votes 65-35 to establish a blue-ribbon panel to investigate and help end the Eastern strike.

October — House passes bill requiring Transportation Secretary to disqualify from airline transactions anyone who had filed for bankruptcy on two occasions, i.e., Frank Lorenzo.

November — Arbitrator rules Eastern owes ALPA members $65 million in back wages.

Nov. 7 — On a voice vote, House adopts Senate version of bill calling for a blue-ribbon commission to investigate practices at Eastern and in the airline industry.

Nov. 21 — Bush vetoes Eastern bill, claiming its enactment "would create the expectation of further intervention by Congress that would significantly disrupt chances for an orderly reorganization by the bankruptcy court. This would hinder saving Eastern Airlines and the jobs of its employees." Pilots and Transport Workers Local 553 vote to end strike.

March 1, 1990 — Shapiro finds that Texas Air provided Eastern with "less than fair consideration" in 12 transactions preceding bankruptcy filing, including excessive fuel charges and the sale of the reservation system. Shapiro says appointment of a trustee "could so disrupt Eastern's business and its ability to sell tickets as to make its continued viability as an air carrier untenable."

March 8 — The House fails to override Bush's veto, falling 20 votes short of the two-thirds majority needed. In a March 5 letter to Congress, Shapiro argues that the commission would "make it impossible for the parties to settle."

March — Losing more than $2 million a day, Eastern announces it can't meet the 50-cents-on-the-dollar cash payment plan accepted by some members of the unsecured creditors committee — which includes ALPA, IAM and Transport Workers as well as industry suppliers.

April 10 — More than a year after Eastern filed for bankruptcy, Lifland reverses his stand and names Martin Shugrue as trustee.

June — Negotiations with ALPA stall over Eastern's demand to ignore seniority rights in recall. Eastern recalls another 240 TWU attendants — in order of seniority — under an agreement reached with the union in February.

July — A federal grand jury issues an indictment against Eastern and nine current and former top managers for service and recordkeeping violations uncovered at two New York airports.

August — A federal district court judge rules that striking union pilots who earlier offered to return to work can reclaim the jobs taken by trainees. Eastern appeals. Lorenzo bails out of Continental Holdings Inc. with a $30 million golden parachute from Scandinavian Airlines System (SAS).

October — The Pension Benefit Guaranty Corp. reaches an agreement with Eastern parent Continental Holdings Inc., calling for the company to make an immediate $80.5 million pension payment and assume responsibility for fully funding the plan, now underfunded by more than $700 million. The PBGC takes over seven plans covering 51,000 workers and retirees. Eastern losses since filing for bankruptcy protection now exceed $1.6 billion.

November — Lifland rejects a creditor committee request that Eastern be shut down and allows another $135 million to be taken from escrow.

December — Appeals court upholds ruling that union pilots who offered to return to work should displace trainees, affecting 800 pilots.

Jan. 18, 1991 — Eastern shuts down after 62 years in the skies. Unsecured creditors are owed about $2 billion, secured creditors, including Boeing and Airbus, $1.2 billion, and customers hold about $82 million in unused tickets. Less than $123 million remains in escrow.

ECONOMY

GNP plunges 2.1 percent in last quarter

By John R. Oravec

The spreading economic slump took a turn for the worse in the fourth quarter of 1990 as the nation's output of all goods and services skidded at a 2.1-percent annual rate.

The dismal showing in the gross national product dragged down economic growth to 0.9 percent for the year, the weakest annual performance since the 2.5-percent drop in 1982, when the country was in the grips of the Reagan recession, according to the Commerce Department's preliminary data.

A consensus of economic analysts points to continued GNP decline in the first quarter of 1991, AFL-CIO chief economist Rudy Oswald noted. Considering the depth and the breadth of the downturn, most economists feel the current recession began in the third quarter of 1990, Oswald said, "and the worst is yet to come." Most analysts don't expect a pickup in the economy until the second quarter of the year.

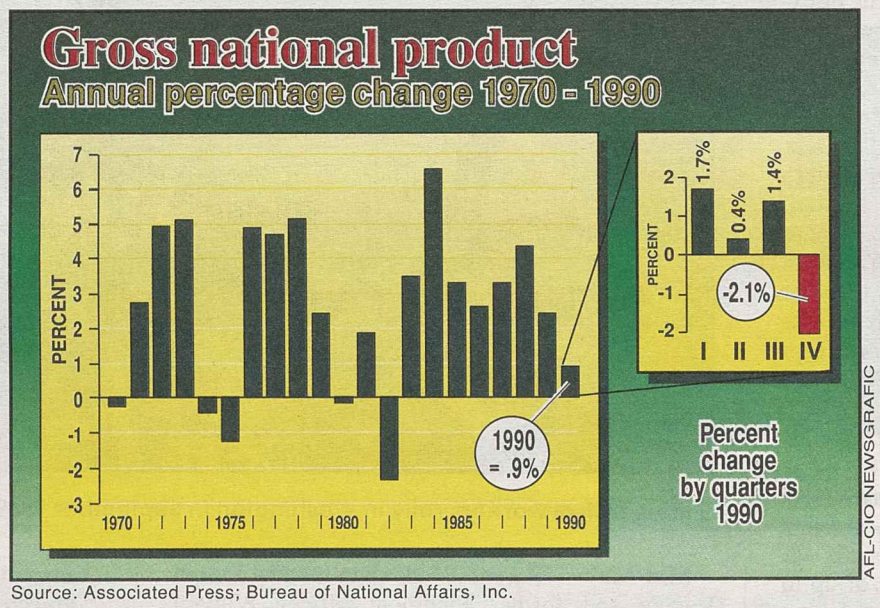
Even if there is a recovery at the end of the tunnel, unemployment rates will remain high for a long time, Oswald warned.

Some experts feel the economy would have skidded deeper into recession during the last quarter without the military buildup for the Persian Gulf war.

Commerce Department figures showed the economy muddled through much of 1990, edging up 1.7 percent in first quarter, then slowing to 0.4 percent in the second, struggling to a 1.4-percent pickup in the third, before plunging 2.1 percent in the final quarter.

The manufacturing sector was hit hard in the fourth quarter. Keyed to 1982 "real" dollars, the output of durable goods dropped nearly $10 billion from the third quarter to $420 billion and nondurables slipped more than $13 billion to $903 billion. Services showed little gain at $1.35 trillion.

Business and residential construction dropped sharply, particularly in single family homes. Business investment in equipment was also down in the fourth quarter.



Source: Associated Press; Bureau of National Affairs, Inc.

Consumer demand for goods and services fell 4.2 percent — reflecting the failure of paychecks to keep pace with inflation — after rising 1.6 percent in the third quarter. Real GNP at year-end was $4.148 trillion, up $38 billion over the year. Inflation as measured by the fixed weight GNP price index rose 4.5 percent last year, the same as 1989. But the consumer price index as measured by the Bureau of Labor Statistics climbed 6.1 percent last year.

Leading indicators sluggish

Meanwhile, the government's index of leading economic indicators inched up just 0.1 percent in December after five straight months of declines, including drops of 1.2 percent in October and 1.1 percent in November.

The index, which is designed to forecast economic performance six to nine months in advance, suggests that the current recession may ease in several months.

The Commerce Department said six of the index's 11 components were up in December, including higher stock prices, a longer average workweek, and orders for plants and equipment. The department data showed that consumer confidence in the economy also rose in December, although other studies showed consumers expressed serious concerns about their economic outlook.

In other reports:

- The military buildup for the Persian Gulf war and sales of commercial aircraft pushed orders for durable goods up 4.4 percent in December, although the demand for the big ticket manufactured goods dropped 1.6 percent for the year, the first decline since the 6.4 percent drop during the recession of 1982.

Excluding the defense capital goods and aircraft, durable goods orders slipped 3.4 percent in December, mainly in autos and parts, the Commerce Department said.

The demand for the factory goods fell in six of the last 12 months, including a 10.7-percent plunge in November, the department reported. The declines in orders triggered numerous layoffs of factory workers as reflected in earlier Labor Department data showing a loss of 600,000 manufacturing jobs since December 1989.

- Consumer confidence in the economy fell again in January to the lowest level in 10 years, according to the Conference Board, a New York-based private research group.

The confidence index tumbled to 54 in January, the lowest level since 1980, after dropping to 61.3 in December. The index was set at 100 in 1985.

In its survey of 5,000 households, the board found more than one-third of the respondents consider business conditions to be "bad," and voiced concerns about jobs. Just 19 percent expect their incomes to rise in the next months. Less than 6 percent plan to buy a car in next months and even fewer plan to buy a home, the survey found.

Public works investment seen lacking

By James B. Parks

The federal government could combat the recession with investment in the nation's infrastructure, creating jobs and raising living standards through the public works industry, a new study reports.

The study by the Economic Policy Institute, unveiled during the U.S. Conference of Mayors' meeting in Washington, found that a major cause of the post-1970 slowdown in productivity growth is the 25-year decline in spending on public works such as roads, bridges, mass transit and airports.

"Our nation is rotting at its core in a physical sense; its public infrastructure is in great disrepair" due to neglect at the federal level, said Atlanta Mayor Maynard Jackson, chair of Rebuild America, a coalition whose aim is to restore the nation's infrastructure.

Federal disinvestment in public works began with Vietnam war spending in the 1960s and continued under President Reagan's "new federalism," Jackson said.

Reagan's policies switched the financial burden onto local governments that already are reeling under the burden of "homelessness, poverty, crime and drugs — problems neglected by the federal government," he said.

"Now is the time to wake up America to the cost of what will happen if nothing is done," Jackson said. "If ever we needed a big hit to spur the economy, now is the time and this is the answer."

Funds available

New Bedford, Mass., Mayor John Bullard, chairman of the mayors' economic policy committee disputed the argument that money is not available for infrastructure investment.

"In the 1980s, the defense budget was doubled," Bullard said. "Regardless of what's going on now in the Persian Gulf, that budget can be halved by the year 2000" and the savings used for public investment, he said.

The study, written by David Alan Aschauer, former senior economist at the Federal Reserve Bank of Chicago, is titled, "Public Investment and Private Sector Growth: Economic Benefits of Reducing America's 'Third Deficit,'" referring to the public investment deficit. The other two are the federal budget and trade deficits.

Aschauer found that if the United States had continued spending the same share of the gross national product on public works as it did in the 1950s and 1960s, the nation would have had at least a 50 percent higher rate of productivity.

Private investment in plants and equipment would have been at 3.7 percent of existing capital stock instead of the actual 3.1 percent during 1970-1988, the study said.

The Bush administration's proposed spending on infrastructure investment is only 43 percent of the level in 1980, Aschauer said. "This will be a severe drag on our overall economic performance," he warned.

Imports tip trade deficit toward $100 billion

The United States edged closer to another $100-billion annual foreign trade deficit as November's shortfall in exports pushed the 11-month trade gap to $94.9 billion, the Commerce Department reported.

Since early in the Reagan administration, when imports pushed the nation's merchandise trade balance into the minus column, America has amassed a trade deficit of more than $900 billion. It has logged deficits of more than $100 billion each year since 1983.

The November deficit of $9.7 billion was less than October's $10.9 billion, but was 12 percent above 1990's monthly average of $8.6 billion. Over the month, imports eased $2.6 billion to $43.3 billion, while exports declined $1.4 billion to $33.6 billion.

Petroleum imports declined by $900 million to $6.3 billion as the volume dropped by 35 million barrels to 214 million. The average price per barrel was $29.44, compared with $29.04 in October.

The deficit in manufactured goods eased to $9.1 billion in November with imports of $33.8 billion and exports of $24.7 billion. The October gap was $10.4 billion.

The deficit in manufactured goods for the first 11 months of 1990 amounted to $85.4 billion, with imports of $358.3 billion and exports of $272.9 billion.

AFL-CIO economist Mark A. Anderson pointed out that, for each $1 billion in deficit trade, 25,000 U.S. jobs are eliminated. The 1990 surge in unemployment — exacerbated by layoffs in the manufacturing sector — underlines that dilemma, Anderson said.

Commerce Secretary Robert Mosbacher painted a rosy outlook in observing that "the trade deficit for 1990 is estimated to be the lowest since 1983." He suggested that the Bush administration is counting on export growth to turn around the recessionary economy in 1991. But in mid-1990, Mosbacher predicted the trade deficit would tumble below the $100-billion barrier, and there is little chance of that happening.

In trade with major industrialized countries, the deficit with Japan remained the highest — $3.8 billion in November, down from $4.5 billion in October. For the first 11 months of the year the shortfall amounted to $37.6 billion, with imports of $81.8 billion and exports of $44.2 billion.

The deficit with Canada eased a bit in November to $1.1 billion and was $7.1 billion in the red for the first 11 months. Imports from Mexico in the first 11 months amounted to $27.9 billion, while U.S. exports totaled $26.1 billion for a deficit of $1.8 billion.

Appeals court backs UFW on lettuce boycott lawsuit

The Arizona Court of Appeals in Phoenix overturned a five-year-old, $5.4-million judgment against the Farm Workers that grew out of its decade-long boycott of Bruce Church lettuce.

The case, brought by the California-based Bruce Church Inc., had charged the UFW with conducting secondary boycott activities against grocers in Arizona and with intentional interference with business relations. Following a month-long trial in 1985, a jury awarded Bruce Church $4.9 million in compensatory and $500,000 in punitive damages.

The appellate court ruled that the trial judge improperly applied the Arizona Agricultural Employment Relations Act to secondary boycott activities that occurred in California, where they are legal.

The appellate court found, too, that "none of the evidence Bruce Church introduced at the trial of the union's boycott activities in Arizona either would support a directed verdict that the union had committed a secondary boycott in violation of Arizona law, or would justify instructing the jury regarding other unfair labor practices."

It remanded for a possible new trial the lettuce grower's claim that the UFW intentionally interfered with its business relations. The court said the jury must be allowed to consider evidence of the "alleged legality of the secondary boycott activity conducted in California," which it had been instructed by the judge during the trial to disregard.

The UFW has been the bargaining representative for Bruce Church employees since 1977 for workers in California and Arizona. After failing to bargain a new contract in 1979, the union struck Bruce Church and began a nationwide boycott of its "Red Coach" brand lettuce. Bruce Church is also on the AFL-CIO boycott list.

Meanwhile, UFW's nationwide boycott of table grapes and its related campaign against the toxic pesticides used on table grapes has continued to gain support.

Last July, UFW President Cesar Chavez called for a boycott of the Vons Cos. supermarket chain, which continues to sell nonunion table grapes. The union's informational picketing at Vons has included a number of celebrities, including Esai Morales, Martin Sheen, Lou Diamond Phillips, Valerie Harper, Julie Carmen and Edward James Almos.

Temporary court injunctions sought by the California Agricultural Labor Relations Board against the UFW activities were later overturned. Vons is now appealing a Superior Court decision that overturned a Kern County, Calif., court order banning UFW picketing at Vons stores.

In December 1990, the union and the American Civil Liberties Union filed suit to overturn a temporary injunction Vons Stores Inc. and the state ALRB had obtained.

CUT lawyers study transnationals

AFL-CIO unions hosted a group of 10 Brazilian union lawyers who studied how their American counterparts deal with companies operating in both nations, and will begin to develop joint strategies to benefit Brazilian and American employees of the same firms.

The visit, for 10 days beginning Jan. 14, was sponsored by the Food and Commercial Workers, AFSCME, the Electronic Workers, the Clothing and Textile Workers and the unaffiliated United Electrical Workers.

"This is the first time that American and Brazilian unions have sat down together to develop strategies in working with American transnationals, which increasingly are trying to pit workers in both nations against each other," said Stanley Gacek, the UFCW's assistant director for international affairs.

The Brazilian lawyers represent unions affiliated with the CUT, Single Central of Workers, considered the most agressive and progressive labor federation in Brazil.

"In today's global economy, unions must work more closely together by crossing national borders and hurdling language and cultural barriers," Gacek said. "The benefits of these 10 days of meetings will be seen in the development of cooperative bargaining and organizing strategies for the future."

The lawyers took part in briefings from government and congressional experts.

Dolores Huerta, vice president of the Farm Workers, will receive $825,000 in a settlement approved by the San Francisco Police Commission, for injuries inflicted on her by police during a rally Sept. 14, 1988. Huerta, 67, and other UFW members demonstrated outside Westin's St. Francis Hotel to protest then-Vice President George Bush's stand on the union's nationwide grape boycott. Huerta, who suffered six broken ribs and a ruptured spleen, underwent numerous blood transfusions. She and six others filed a $24-million civil rights suit against the police, who had jabbed the demonstrators with riot batons. Assistant City Attorney George Riley said the Jan. 28 settlement of Huerta's claims will not affect the suit of the other union members.

With the help of some influential friends, the Hotel Employees and Restaurant Employees Local 25 won an election to represent workers at the Republican National Committee's Capitol Hill Club. Local 25 President **Ron Richardson,** restricted to only one hour of campaigning the day of the election, got help from **Robert Georgine,** president of the AFL-CIO Building and Construction Trades Department and a member of the club, to schedule a luncheon meeting on election day. Attending the meeting besides Richardson, Georgine and Local 25 Organizing Director **Cathy Thomas,** was D.C. Shadow Sen. **Jesse L. Jackson,** who personally greeted prospective union members. The workers, 75 percent of whom are minorities, voted 34-25 for representation by HERE.

Steve Sprague has been appointed secretary-treasurer of the Musicians, filling out the term of Kelly L. Castleberry II, who died on Dec. 18. Sprague, who has been executive assistant to AFM President **J. Martin Emerson** since November 1987, will serve until the union's biennial convention on June 21 in Las Vegas, when all nine members of the AFM executive board will stand for election. A pianist-accordionist, Sprague joined AFM Local 138 in Brockton, Mass., at age 17 and was first elected to local office in 1973.

Robert Healey, president of the Chicago AFL-CIO, has been named to the Federal Reserve Bank board in Chicago. Healey will be one of three non-bankers on the board. He is the sixth labor leader named to a Federal Reserve Bank or Branch board. Others are: John Hodges, Ohio AFL-CIO President, in Cleveland; Donald J. Kennedy, Electrical Workers Local 269 business manager, in Philadelphia; Pat Tornillo Jr., executive vice president of the United Teachers of Dade, in Miami; Victor Bussie, Louisiana AFL-CIO president, in New Orleans, and William Wynn, president of the Food and Commercial Workers, in Baltimore. Building and Construction Trades President Robert A. Georgine earlier completed a six-year term in Richmond.

Daniel J. Schulder is the new legislative director of the National Council of Senior Citizens. Schulder, 55, had been director of public policy for the National Council on the Aging of Washington. He is a former staff member of the Steelworkers' Department for Older and Retired Workers and an organizer for the Food and Commercial Workers.

DEATHS

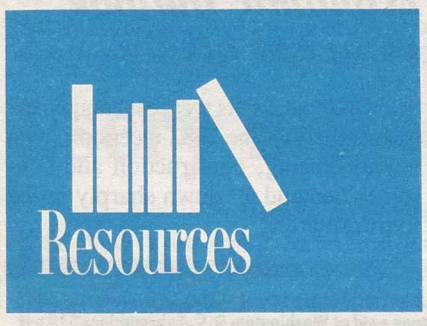
Timothy J. Twomey, former vice president of the Service Employees and the San Francisco AFL-CIO, died Jan. 19 after a two-month struggle against cancer. He was 60.

"The labor movement and the working people of San Francisco have lost a tireless advocate and a great friend," said SEIU President **John J. Sweeney**.

Twomey was elected president of SEIU Local 250 in 1960, and secretary-treasurer in 1964. Under his leadership, the union had grown to represent nearly 30,000 hospital and nursing home workers. He retired in 1988.

New Jersey State Sen. **Chris Jackman,** a longtime Democratic leader in the state legislature and a vice president of the Paperworkers, died Jan. 28 at University Hospital in Newark after a long battle with cancer. He was 74.

Jackman, a member of the Hudson County AFL-CIO executive board, was elected to the assembly in 1967 and re-elected seven times before moving to the upper house. He was majority leader in 1977 and speaker from 1978 to 1982.



The Federal Mediation and Conciliation Service will distribute more than $1 million in 1991 grants to support efforts to establish and operate joint labor-management cooperation. Deadline for applications for the awards under the agency's annual **labor-management grants program** will be May 11. The guidelines for the applications appeared in the Federal Register Dec. 10. For additional information call (202) 653-5320, or write FMCS, 2100 K St., N.W., Washington, D.C. 20427.

Information about **military service personnel in the Persian Gulf** may be obtained by calling these numbers: 800/626-1440 (Army); 800/253-9276 (Air Force); 800/255-3808 (Navy); 800/523-2694 (Marines); 800/283-8724 (Coast Guard), and 202/737-8300 (Red Cross). The Navy, Marine and Coast Guard numbers are dedicated to immediate family. The Army, Air Force and Red Cross numbers are for general use.

PUBLICATIONS

States Should Keep Their "Buy America" Laws Intact is a pamphlet that explains the effect of the federal government's decision to urge state and local governments to give up their Buy America laws. The pamphlet was produced by the AFL-CIO's Department of Economic Research. Copies are $20 for 50 and $30 for 100. To order, call the AFL-CIO Publications and Materials Office, 202/637-5041.

Short Hours, Short Shift is a 33-page study by the Economic Policy Institute that explains the trend towards part-time work and its effect on the economy. Copies are $8 from Publications Dept., EPI, 1730 Rhode Island Avenue, N.W., Suite 200, Washington, D.C. 20036.

Starting Over: A Survival Guide for Laid-Off Workers is a pamphlet available in English or Spanish for use with workers in both pre- and post-layoff situations. Contact the Center for Working Life at 600 Grand Avenue, Suite 305, Oakland, Calif. 94610 or call 415/893-7343.

AWARDS

Nominations are open for the Labor Award of the President's Committee for **Employment of People with Disabilities.** The award honors an international union or a union local for significant contribution to national, state, or community programs which enhance employment of people with disabilities. To nominate, prepare a brief statement (maximum: 3 pages typed single spaced) describing the activities of the candidate. Mail nominations to the Labor Committee, President's Committee on Employment of People with Disabilities, 1111 20th Street, N.W., Suite 636, Washington, D.C. 20036. Entries must be postmarked by Feb. 15, 1991.

Union MasterCard cuts annual rate to 14.75 percent

The annual percentage rate (APR) for the Union Privilege MasterCard has been cut to 14.75 percent from 15 percent, the second rate reduction in the past year.

In contrast, the national average APR charged for credit cards remains unchanged at nearly 19 percent. Unlike other credit cards, the Union Privilege MasterCard APR is tied to general interest rates.

"Most credit card-issuing banks pocket the savings when the cost of their funds drop," said David Silberman, Union Privilege president. "With the Union Privilege MasterCard, the savings are passed along to union cardholders."

The 14.75 percent APR is one of the lowest rates available for any national credit card, Silberman said. The Union Privilege MasterCard is now offered by 72 AFL-CIO affiliated unions.

Congress gets AFL-CIO health care hearings record

Continued from Page 1

as the "health insurance Congress."

Kirkland pointed out that "medical costs which soar upward from 18 to 30 percent a year are putting basic health care beyond the reach of a steadily increasing number of Americans. As many as one in three Americans has either inadequate health insurance or none at all."

Labor is a key health care player, said Riegle, who emphasized the great need for sweeping reform. He said that in his state of Michigan alone "there are 400,000 children with not a penny of health insurance — and that's not right."

There are at least 37 million Americans across the country without health insurance, and at least 50 million more who are underinsured.

"The case for reform is overwhelming," Waxman said. "It's a non-system; what is there is deteriorating. This system is not going to get better on its own.

"We must act because the crisis is here for too many Americans and it won't go away until leadership is given to solve the problem."

Kirkland and the lawmakers also noted the increasing support for reform of the health care system, especially from the business community.

"Corporations are waking up to the need for reform," Kirkland said, and Riegle agreed. "Businesses are knocking down our doors asking us to do something about it," he said.

Also delivered to Capitol Hill was a videotape that featured witnesses from the hearings, putting a human face on the tragedy of the nation's health care system, along with a 12-page reprint of AFL-CIO News coverage of the hearings and the complete transcript of the hearings.

Bill Burke/Page One Photography

Members of Congress were presented with hearing transcripts, a videotape of television reportage, and a reprint of AFL-CIO News coverage.

The ills of the nation's health care system are reflected in the transcript:

- A nurse's aide in Rhode Island cannot afford health care premiums and family essentials, despite working three or four overtime shifts a week.
- A factory worker in California testified that his insurance ran out while he was recuperating from an on-the-job injury — forcing him to absorb numerous uncovered costs.
- A young mother of three and factory worker in Texas said, "For me and my family, health care is a privilege we can't afford."
- A Kentucky mother of a 17-year-old son who faces death without a liver transplant says insurance covered much of the expense from his disorder, but not the life-saving transplant because such surgery is considered "experimental."

> ***"This is the year for action. Labor, business, hospitals and physicians and consumers are mobilized as never before, and it is time for Congress to act."***
>
> **—Sen. Edward M. Kennedy**

"If they said to me, 'give us your house, your car and everything else you own and Johnny can have a new liver,' I'd do it in a heartbeat. But I don't have enough money in my home and possessions to begin to cover all the expenses for the procedure."

- A Michigan woman who works in a nursing home suffers from high blood pressure but cannot afford the premiums for health insurance covered by her employer. But even with that, she would not have coverage for prescription drugs, an ongoing need for her illness.

Kirkland told the lawmakers the labor federation looks forward to working with them to develop and enact legislation to ensure that basic health care is available to all Americans.

Senate Majority Leader George Mitchell of Maine and House Democratic Leader Richard Gephardt of Missouri told a congressional hearing in January that health care legislation is among the highest priorities of the current session.

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2 ***Daily News unions review ESOP option***

Striking unions at the New York Daily News are exploring an employee stock ownership bid for the paper, while negotiations continue to yield little progress.

3 ***Labor sets goals for 102nd Congress***

The AFL-CIO legislative agenda includes an early effort to win full review of any U.S.-Mexico trade agreement; other goals are the striker replacement bill and health care reform.

4 ***Union membership gives safety edge***

Unions play a key role in making workplaces safer and in forcing the Occupational Safety and Health Administration to do its job, two Boston University studies show.

5 ***Desert Storm affects rail strike action***

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10 ***Economic outlook remains bleak***

The GNP puts in its weakest annual performance since the 1982 recession, with manufacturing, construction and consumer demand all down sharply in the fourth quarter.

UNION YES

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FOCUS

Federal legislation to ban permanent replacement of strikers would restore balance in the collective bargaining process. **See Pages 6-7.**

AFL-CIO NEWS

VOLUME 36, NUMBER 4 FEBRUARY 18, 1991

On home front: *Unions reach out to troops, families*

By Candice Johnson

With America at war, unions have stepped up in a variety of ways to assist the troops and their families.

The AFL-CIO and the American Red Cross are teaming up in "Operation Stateside," a campaign to coordinate financial contributions, volunteer programs and blood donor activities by union members during the Persian Gulf crisis.

In announcing the campaign, AFL-CIO President Lane Kirkland said the labor movement will support the Red Cross efforts to help military families stay in touch, monitor the conditions of American POWs, assist refugees and provide aid to families who have lost their primary financial support.

State and local AFL-CIOs are encouraging union members and affiliates to contribute their time and talents to the effort. Community Services representatives, in conjunction with the Red Cross and United Way, are coordinating many volunteer activities and expanded blood donor drives, said AFL-CIO Vice President Vincent R. Sombrotto, who heads the federation's Community Services Committee.

Union members who wish to contribute to the effort can send their contributions, payable to Gulf Crisis Fund, to Operation Stateside, American Red Cross, 17th and D Streets, N.W., Washington, D.C., 20006.

Maritime unions continue to call all members, including retirees, to crew merchant ships carrying supplies to the Persian Gulf. Twenty more ships were activated in January, adding to the 47 already in service.

The Longshoremen, meanwhile, announced that the union is sending dockworkers from throughout its territory to North Carolina to speed the flow of military cargo through Wilmington and Sunny Point. And, in a letter to Defense Secretary Richard Cheney, ILA President John Bowers said union members would be available to assist unloading efforts at Saudi Arabian ports.

In addition, more than 1,000 Teamsters' flight attendants from Northwest Airlines have volunteered to serve on jets carrying U.S. troops, supplies and mail to Saudi Arabia.

The Teamsters also are the moving

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Johann Rosenberger

Nearly 2,000 unionists rally in front of Tribune Co. headquarters in Chicago as the AFL-CIO expanded its corporate campaign, targeting other Tribune media properties, in support of the Daily News strikers.

Usery mediating Daily News dispute

By James B. Parks

The New York Daily News and its striking unions agreed on former Labor Secretary W.J. Usery Jr. as a mediator in the four-month-old dispute, while the AFL-CIO intensified pressure on the News by announcing an expanded corporate campaign against the tabloid's parent Tribune Co.

Representatives of the nine striking unions and News management were expected to meet Feb. 15 with Usery, whose mediation was instrumental in resolving the 1989 strike by the Mine Workers against Pittston Coal Group. Usery, a former Machinists official, was director of the Federal Mediation and Conciliation Service before being named secretary of labor by President Ford.

The first meeting was to include two representatives from each striking union, union adviser Theodore Kheel, and three Daily News officials (publisher James Hoge, Robert Ballow of the Nashville law firm of King and Ballow, and Edward Gold, the company's director of labor relations), said George McDonald, president of the Allied Printing Trades Council, which represents the striking unions.

This would be the first time all the parties to the strike have met in the same room. "I insisted that we meet collectively," McDonald said. "Otherwise there was no way we could begin to heal the wounds. This has been a bitter 10 months."

The News management has consistently refused to meet with the unions as a group. McDonald said the "only thing he could see" that caused the company to change its mind and negotiate was the continuing pressure by the unions on the News' circulation and advertising.

McDonald said he was optimistic about Usery's role. "You've got to keep trying. Maybe Usery has the key" to unlock the strike, he said.

The two sides met separately with Usery in Washington earlier this month. McDonald and the leaders of three other striking unions met with him on Feb. 4. Hoge and Tribune Co. president Charles T. Brumback met with him on Feb. 6.

About 2,300 Daily News workers went out on strike Oct. 25 after working nearly seven months without a contract.

The Daily News has demanded up to $70 million in givebacks, including the elimination of guraranteed staffing levels. It also has demanded a "management rights clause" that would allow the company to set hours, wages and work conditions — and has flatly

Continued on Page 2

Breakthrough pact forged by Steelworkers

By James B. Parks

The Steelworkers hammered out a tentative contract with USX Corp. that protects workers if the company is sold.

"We have real breakthroughs in the corporate protection area that the company said we would never get," said Andrew "Lefty" Palm, the USWA's lead negotiator.

In a major breakthrough, the union won guaranteed lifetime health and pension benefits for senior workers — even if the plants they work in are sold.

Final language for the tentative accord will be addressed first by local presidents representing USX workers. The agreement then goes to the USWA executive board for approval before being submitted to the membership for mail-ballot ratification. The process is expected to be completed next month, the union said.

The contract covers 17,300 workers at USX facilities in Pennsylvania, Illinois, Indiana, Alabama and Minnesota.

The three-year pact meets, and in some areas exceeds, contracts reached with other major steel producers.

The union, concerned that USX would restructure its U.S. Steel division, won language protecting workers and retirees in joint ventures, spinoffs and asset sales.

USX directors announced, just hours before the old contract expired Jan. 31, that they planned to issue new common stock for the steel division, a move that opened the way for USX to pull out of the steel business and concentrate on its more profitable energy operations.

The contract gives the union the right to review any proposed buyout of the steel division and the right to make a competing offer, said Bernard Kleiman, the union's chief legal counsel.

Continued on Page 8

Unions expand News campaign to Tribune Co.

Continued from Page 1

refused to bargain on those issues.

Hoge announced Jan. 16 that the paper would close or be sold unless the strike was settled. The unions and management had met separately with federal mediators without success.

Meanwhile, the AFL-CIO has broadened its campaign in support of the Daily News strikers.

"We will undertake a series of circulation and advertiser-related activities at the national level similar to the ones we are using so successfully in New York," said James J. Norton, president of the Graphic Communications Union, speaking for the AFL-CIO at a Chicago press conference.

In New York, support for the strikers has led to a drop in the Daily News circulation from a pre-strike level of 1.1 million to 300,000. More than 75 percent of New York outlets have refused to sell the paper, Norton said, and only 20 of the newspaper's original 750 display advertisers remain.

The Daily News lost $69.3 million in the last quarter of 1990, contributing to a 99-percent drop in the Tribune Co.'s operating profit, company officials said earlier this month. The News lost $114.5 million in 1990, compared with a loss of only $2.2 million in 1989.

Since the Tribune Co. properties reach millions of union homes, Norton said, "we intend to assure that these households and the public are aware of the Tribune Co.'s anti-union, anti-community and anti-worker campaign at the Daily News."

At the press conference, McDonald cited a Feb. 6 National Labor Relations Board complaint that the Daily News locked out workers Oct. 25 as a pretext to permanently replacing them. The complaint also said the strike was caused and prolonged by management's unfair labor practices.

"This shows that the Tribune Co. is an outlaw company as we have been saying all along," McDonald said.

"Management decided to break the law," said Robert Healey, president of the Chicago AFL-CIO. "In every objective forum where our case has been heard, it has been found guilty."

The unions involved in the strike stand ready to settle, McDonald said. "We don't intend to be professional pickets," he said. "These are our jobs; we want them back."

"We know how to reach a settlement. The company is not seeking a legitimate settlement or to bargain in this dispute," Norton said.

The expanded campaign is a response to what some union leaders called the Tribune Co.'s war against organized labor. "The Tribune has declared economic war," Healey said.

"Charlie Brumback and Stanton Cook (the Tribune Co. chairman) will get their checks and their golden parachutes. But they have declared war on labor. . . there are some innocent victims. The difference is we care and they don't," said Charles Dale, president of the Newspaper Guild.

The Daily News strike affects workers in every area, said George Poulin, vice president of the Machinists. "This fight is their fight. What happened in New York could happen to them."

The striking workers received a major boost when more than 2,000 marchers circled the Tribune Co.'s Chicago headquarters and heard speaker after speaker decry the company's refusal to negotiate.

Rich Walsh, president of the Illinois AFL-CIO, said unionists across the country have drawn the line with the Tribune Co. and that line says "No More Scabs."

Author Studs Terkel agreed: "This is a line the Tribune never expected and the Tribune is going to hear our voices."

Striking driver Paddy McDonald told the crowd the Tribune Co. is "as un-American as you can get."

He struck a responsive chord when he said the company management, if it could, would change the famous quote on the Statue of Liberty to "Give me your tired, your poor, your huddled masses. . . and we will keep them that way."

Johann Rosenberger

Robert Healey, president of the Chicago AFL-CIO, addresses some 2,000 trade unionists in front of the Tribune Co. headquarters.

Job agencies get warning on scab group

State employment agencies in the Labor Department's Atlanta region have been notified that Securex Co. should not use the federally funded job referral program to hire scabs for the New York Daily News.

In response to a complaint by the AFL-CIO, officials found that the Tennessee Department of Employment Security previously had made some 60 referrals to Securex and that 22 were hired.

Tennessee officials found all 22 were placed in jobs in the state and they had no evidence the referred workers were being used to break strikes, said Roberts T. Jones, U.S. assistant secretary of labor for employment and training, in a letter to Rudy Oswald, director of the AFL-CIO Department of Economic Research.

The Atlanta regional office, which oversees the Tennessee agencies, has contacted all the states in the region to alert them to closely scrutinize any Securex job orders.

If Securex places another order, Jones said, the Tennessee agency will "clearly explain to them that. . . in accordance with federal regulations," the department will not refer workers on "any order relative to their use as strike-breakers or in any capacity related to the New York Daily News or other strike situation."

Securex is a London, Ky., firm hired by the New York Daily News to provide replacement drivers and security guards during the strike against the paper. The company recruited the scabs through newspaper ads from around military bases in the South where local economies were hard hit by the deployment of troops to the Persian Gulf.

Unionists to rally on anniversary of Greyhound strike

By Candice Johnson

Trade unionists will mark the one-year anniversary of the strike at Greyhound Lines Inc. at rallies in six cities on the first weekend in March.

The rallies will be held in Atlanta, Milwaukee, Dallas, Denver, Syracuse, N.Y., and Portland, Ore., with union members pledging that "we will not forget" and demonstrating their solidarity with Amalgamated Transit Union strikers who want a fair settlement in the dispute.

More than 9,000 ATU members set up picket lines at Greyhound depots and ticket offices on March 2, 1990, protesting the bus line's demands for unlimited contracting out, benefit cuts for newly hired workers and a salary package that would cut drivers' pay by as much as $7,000 a year.

Since the strike began, members of AFL-CIO affiliates — mobilized through the federation's Strategic Approaches Committee — have walked picket lines, leafleted bus terminals, organized petition drives and urged passengers not to ride Greyhound.

Unionists at the March events also will be stressing the need for legislation banning permanent replacement of strikers.

Last May, after proposing to cut 4,500 jobs and further slash wages, Greyhound ended many routes and schedules, seeking to operate remaining routes with scabs it hired. Numerous accidents caused by strikebreakers have occurred, including the tragic death of driver Robert Waterhouse, who was killed by a scab driving out of the Redding, Calif., terminal.

ATU members had offered an unconditional return to work on May 22, but were told by company officials that fewer than 50 jobs were available.

The bus line then filed for federal bankruptcy protection in June, saddled by enormous debt created by its 1987 purchase by chairman Fred Currey, and the highly leveraged takeover of Trailways Lines Inc. a year later.

Unfair labor practice charges issued by the National Labor Relations Board general counsel were heard by an NLRB administrative law judge in Milwaukee last month, but a recommendation has not been issued.

The general counsel's complaint charged that Greyhound violated federal law in bargaining by declaring an impasse and imposing its so-called final offer. The bus line also illegally fired ATU members, the complaint stated.

The judge's recommendation to the full board can be appealed through the federal appeals court, an action that could take several years to resolve.

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LEGISLATION

Labor cites Mexico trade pact peril

By Mike Hall

A free trade agreement between the United States and Mexico would send tens of thousands of American jobs south of the border and exploit millions of Mexican workers already mired in poverty, AFL-CIO Secretary Treasurer Thomas R. Donahue told the Senate Finance Committee Feb. 6.

The agreement would be "an economic and social disaster" for workers and communities on both sides of the border, he said.

Calling the administration's plans "ill-conceived and ill-advised," Donahue urged the committee members to reject fast-track authority for a U.S.-Mexico Free Trade Agreement.

Fast-track negotiations mean the administration can negotiate any deal whatsoever, draft the specific legislation and Congress would be allowed only a simple yes or no vote, with no amendments. This process would deny Congress a chance to address issues of serious concern to American workers or correct any inequities in the trade deal.

However, existing fast-track authority runs out June 1. The administration must ask for an extension by March 1 and has indicated that it will. Then either house has until June 1 to disapprove the extension. Without explicit disapproval by either house, the extension will be automatically continued and the administration would have two years to complete the pact.

"A free trade agreement would have serious and far-reaching consequences for the two countries and, in particular, for workers in both countries," Donahue said. "Such an initiative requires full and open debate to identify its effect on economic growth, wages, income distribution and quality of life in both countries. The administration, in seeking fast-track authority wishes to stifle that debate."

Sen. Donald Riegle (D-Mich.) agreed. "Manufacturing jobs are going to slide away," he said, noting that average hourly wage in the United States is $10.57, compared to about 57 cents in Mexico.

Donahue testified that tens of thousands of American workers in companies such as Westinghouse, AT&T, Electrolux, Farah, GM, Ford and Chrysler already have seen their jobs disappear across the border because of the lowered tariffs established by the so-called maquiladora program.

Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue, flanked by federation economist Mark Anderson and Legislative Director Robert M. McGlotten, testifies on U.S.-Mexico free trade proposal.

"Beyond actual experience, common sense tells us that a free trade agreement with Mexico, a country where wages are less than one-tenth of those in the United States, is bound to impact severely on U.S. employment and income," he said.

"Why should firms invest in the United States if they can move a hundred yards across the Rio Grande River and dramatically reduce their labor costs?" Donahue asked. "At minimum, such an agreement would have a significant downward effect on U.S. wage levels, as domestic companies sought to cut costs in order to compete with 60 cent-an-hour labor."

Maquiladora menace

Those wages are even low by Mexican standards. Donahue noted that the maquiladora program on the U.S.-Mexico border has resulted in new production facilities but no improvement in quality of life for the workers who staff those plants.

In Juarez, thousands "live with no running water, electricity or sewers. Workers in many plants are forced to live in dormitories, or in shacks made of packing materials from the factories. Their drinking water is contained in large 50-gallon drums that used to contain toxic materials. Schools, parks and hospitals remain unbuilt," he said.

Not only does Mexico offer a vast pool of low-wage labor, its environmental regulations and enforcement do not match tough U.S. standards. The Wall Street Journal reported that the growth of the maquiladora program, "is helping turn much of the (Mexico/U.S.) border area into a sink hole of abysmal living conditions and environmental degradation."

Sen. John Breaux (D-La.) said many chemical companies in his state are investing in new and costly gear to comply with last year's Clean Air Act.

"If you're an owner of a manufacturing plant, why not build your plant in Mexico? The cost of locating that plant in Louisiana would be higher," he said.

Donahue compared a U.S.-Mexico free trade agreement with drawing a circle around the city of Houston, and "inside that circle U.S. minimum wage or child labor laws wouldn't apply, occupational health and safety regulations need not be observed, workers' compensation and unemployment insurance need not be paid and environmental protection laws could be ignored."

The administration has insisted that a trade pact would open a vast Mexican market of 85 million consumers for American products.

"Given the extreme poverty of Mexico, there are only about 10 million who are in the position to buy much of anything at all," Donahue said. "The other 75 million are merely trying to survive, and provide themselves and their families with food and shelter."

Coalition seeks fair play by maquiladora firms

A coalition of 60 labor, environmental and religious groups is seeking to promote social responsibility among U.S. corporations operating so-called maquiladora plants in Mexico.

The Coalition for Justice in the Maquiladoras, in news conferences held in Washington, New York and El Paso, Texas, charged the maquiladoras with worker exploitation, inadequate workplace health and safety and environmental damage.

The coalition has proposed a Maquiladora Standards of Conduct, which would establish ethical practices for corporations and, thus, end the chronic problems created by the maquiladora industry.

"We want to send a message," said Sister Susan Mika of the coalition. "Moral behavior knows no borders. What would be wrong in the United States is wrong in Mexico, too. We look forward to delivering these (standards) to the corporate boardrooms of the Fortune 500 companies and asking shareholders to address these concerns at annual meetings."

The coalition also released preliminary studies showing that major U.S. corporations are responsible for widespread illegal dumping of toxic chemicals in sewers and waterways in Mexico.

"An important goal of the coalition is to pressure U.S. legislators to incorporate the standards of conduct in any trade negotiations with the Mexican government," Sister Mika said.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, speaking at the press conference in Washington, said the federation has joined the coalition for two reasons: U.S. workers and Mexican workers.

"These companies want to turn the terrible poverty of Mexico to their advantage, and they like the fact that there is little restraint on their rapacity when they go south of the border," Donahue said.

John O'Conner of the National Toxics Campaign, who said his group will have final test results on maquiladora materials in 60 days, noted that preliminary data indicate "the highest level of toxic contamination that we have ever found. . . . They are turning the border into a two thousand mile-long Love Canal."

Capitol Digest

The deregulation of the airline industry is a failure by any yardstick used to measure it, airline unions told the House Aviation Subcommittee.

The Air Line Pilots, Machinists and Flight Attendants branded as absolutely false charges by the industry and Transportation Secretary William Skinner that labor costs were the key reason behind the industry's economic troubles.

ALPA President Randy Babbitt noted that pilots and other workers at many airlines had agreed to wage and other concessions, but that such worker sacrifices had not stopped the rush of mergers, acquisitions and bankruptcies in the industry.

The unions warned the committee that foreign ownership of U.S. airlines and access to the American air market, proposed by the administration, would harm more than help the airlines. Most foreign carriers are either government-owned or subsidized, and "with determination and deep pockets could eventually replace U.S. carriers through a prolonged period of predatory pricing," said David Borer, AFA director of collective bargaining.

Elsewhere on Capitol Hill:

Permanent replacements — House and Senate support for anti-strikebreaker legislation has grown. As of Feb. 8, 191 House members and 27 Senators have agreed to cosponsor the bills (H.R. 5 and S. 55), which would ban the use of permanent replacement workers during an economic strike. Hearings on the legislation are expected to get under way this spring **(See Pages 6 and 7).**

Timber — Legislation to ban timber harvesting on huge tracts of public land in the Pacific Northwest could cost as many as 110,000 jobs, said Carpenters President Sigurd Lucassen. The bill, H.R. 842, sponsored by Rep. Jim Jontz (D-Ind.), fails to consider the thousands of acres already set aside for the spotted owl and old growth forests, said Mike Draper of the union's Western Council of Industrial Workers. He also cited the "chilling effect" it would have on area already in the middle of a full-blown recession.

Committees — Rep. William D. Ford (D-Mich.) is the new chairman of the House Education and Labor Committee. Ford has served in Congress since 1964 and previously served on the health and safety and labor/management subcommittees. Rep. Pat Williams (D-Mont.) takes over the labor/management subcommittee, which has jurisdiction over the anti-strikebreaker legislation. Rep. Joe Gaydos (D-Pa.) remains chairman of the health and safety subcommittee, as does Rep. Austin Murphy (D-Pa.) at the labor standards subcommittee. In the Senate, Edward M. Kennedy (D-Mass.) remains chairman of the Senate Labor and Human Resources Committee and Sen. Howard Metzenbaum (D-Ohio) remains chairman of the labor subcommittee.

Bush budget plan squeezes workers, families

By Mike Hall

President Bush's proposed budget continues the federal fiscal trend of squeezing and eliminating programs for the nation's health, housing and education needs, the AFL-CIO charged.

The $1.45 trillion budget predicts a deficit of about $280 billion for the fiscal year, but does not take into account the cost of the war in the Persian Gulf, the price tag of the savings and loan bailout or any anti-recession programs that may be needed if the recession lasts longer than administration projections.

"There is no recognition of the suffering that the recession is imposing on workers and their families," the AFL-CIO said in a statement on the budget proposal.

The Bush budget received a lukewarm reception on Capitol Hill. But few experts predict this budget debate will be as rancorous and drawn out as last year's. The budget deficit agreement from last fall changed the rules on the budget process, setting spending caps for domestic, defense and foreign spending without allowing a shift in spending from one category to another.

Most of the budget battle will focus on spending priorities, the large cuts in certain social and economic programs and the possibility of another fight over a capital gains tax cut.

Rep. Leon Panetta (D-Calif.), chairman of the House Budget Committee, predicted "a big debate between Democrats and Republicans over what those priorities should be. The administration has emphasized the wrong priorities. They basically repeat a list of the same things that go back to Reagan."

The president's budget proposes to eliminate some 238 federal programs and reduce funding for another 109 programs. In addition, many education and child care programs would be allocated funds which do not, or just barely, keep pace with inflation.

For example the budget adds an extra $100 million for Head Start, but $86 million of that is needed to keep pace with inflation. While the administration bragged about its $6.2 billion request for remedial education programs, that figure actually falls some $68 million short of matching inflation.

No extended UI benefits

The AFL-CIO noted as well that the budget proposal makes no provision for extended unemployment insurance for people who have exhausted their benefits.

"These workers and their families need extended UI benefits to help them through the personal crisis of long-term unemployment," said William J. Cunningham, an AFL-CIO legislative representative, in testimony before the House Human Resources Subcommittee.

Some 2.3 million unemployed workers exhausted their unemployment benefits (26 weeks) in 1990, almost one third of the workers who were forced to take advantage of the program, Cunningham noted.

He said the current formula, which can trigger an extra 13-weeks of benefits, is "very slow and inadequate triggering on during a recession and excessively fast" in shutting off during the recovery from a recession.

The president's proposed budget also calls for a $25 billion cut in Medicare over five years. The program, which serves some 35 million elderly and disabled Americans, was targeted for some $60 billion in cuts during last year's budget debate. But the final agreement lowered the cuts by about $17 billion.

The AFL-CIO criticized the proposed cuts of Medicare reimbursements to health care providers and hospitals, noting that current funding covers only 45 percent of seniors total health care expenses.

"These cuts inevitably would be passed on to the nation's elderly and other health consumers," the federation said.

Among other problems for workers and unions, the proposed budget would:

- Extend the Medicare payroll tax to several million state and government employees, even though Congress has rejected that proposal several times.
- Cut the capital gains tax rate, which would mostly benefit people making more than $200,000 per year.
- Eliminate federal funding for any new public housing construction.
- Eliminate Trade Adjustment Assistance, which provides benefits for workers who lose their jobs due to unfair foreign competition.
- Eliminate the non-profit postal subsidy.
- Reduce and restrict the operating assistance for mass transit.

New rules limit options

While Democrats and Republicans will fight over budget priorities, they do agree on one thing: last year's deficit reduction agreement allows less room to maneuver.

Any new programs, and increases in existing ones, are now on a "pay-as-you-go" basis, which means either new revenue must be found or the money must be taken from another program in the same category. During the budget debate, for example, Congress cannot shift defense money to domestic programs.

"So there isn't an awful lot of room for doing anything dramatic," Panetta said, "You can shift a few chairs around and that's probably what you'll see on the domestic side."

States, cities target workers for budget cuts

By Sharolyn Rosier

Public employees, preparing to negotiate new contracts this spring and summer, are facing budget-pinching government proposals that include furloughs, wage freezes, layoffs and reduced pay.

Union workers seeking new collective bargaining agreements in New York, for example, have been greeted by the largest proposed spending cuts in the state's history. Democratic Gov. Mario Cuomo's proposal includes layoffs of up to 18,000 state employees by the year 1992 and unpaid furloughs for five days during 1991.

Sherry Halbrook

New York state employees march outside the Capitol to protest a proposed cut of 18,000 jobs.

New York union workers aimed angry barbs at Cuomo Feb. 5 in an Albany rally to seek help from the state legislature to soften the blow.

Joe McDermott, president of the Civil Service Employee Association/AFSCME, said the rally is just the first step in a unified union effort to prevent layoffs.

During the opening of the legislature's joint budget hearings Feb. 11, Rand Condell, president of the 60,000-member Public Employees Federation/AFSCME, said workers are unfairly bearing the burden of a statewide financial mess.

State and city officials blame the federal government for their fiscal chaos. They point out that revenue provided by the federal government for cities, for example, has decreased from 17.7 percent of city budgets in 1980 to 6.4 percent in 1990. The National Conference of Mayors found that 34 of 50 major cities it surveyed have reduced staff over the past decade.

In an effort to prevent layoffs for 3,500 New York City aides and teachers, the United Federation of Teachers/AFT approved a plan to loan the city $40 million from their own paychecks. The funds would be paid back during the years of 1995 and 1996, said Paul Berczeller, a UFT spokesperson.

The UFT is the first group of city workers to accept a wage deferral since the fiscal crisis of the late 1970s.

Mayor David Dinkins said talks with unions representing other city workers will continue but cautioned, "I can't promise that there won't be layoffs of other city workers."

Dinkins added that Cuomo's proposals "would cripple our ability to provide even the most basic of services."

The state, which faces a $6 billion deficit for the next fiscal year, is denying New York City about $400 million in state aid.

Facing similar problems, Michigan's newly elected governor, Republican John Engler, has proposed sweeping changes, including the elimination of 7,000 jobs, as well as across-the-board cuts to most programs.

More than 1,500 state workers and advocates for the homeless, arts, single parents, low-income families and mental health patients gathered in the Lansing Civic Center Jan. 30 to protest Engler's proposal.

Frank Garrison, president of the Michigan AFL-CIO, said Engler wants to tamper with the basic conceptions of what government is supposed to do, and accused the administration of inflating the budget crisis to serve its political ends.

In Pennsylvania, Gov. Robert Casey (D) shelved a plan to defer one week's worth of salary for union-protected employees because it would violate the collective bargaining agreements.

However, Casey has notified 650 management employees that their jobs are being terminated. In addition, about 10,303 state management employees must take a 10 percent cut out of their paychecks for a period of 10 weeks.

Democratic Gov. Bruce Sundlun of Rhode Island plans to furlough state workers one day every two-week pay period. The furlough plan will run March through June 30, slashing workers' overall earnings.

"Unions can do little to stop the state from starting the furlough program but can file grievances once it begins," said George Nee, executive director of the Rhode Island AFL-CIO. He added the furlough plan in Rhode Island is complex because it affects about 20 unions.

Sundlun has yet to conclude meetings with union leaders on another component of the plan which calls for laying off about 600 government workers.

Rhode Island's neighboring state, Massachusetts, is facing similar problems. Departing from one part of his campaign platform, Republican Gov. William Weld said he will furlough state employees for 10 days and eliminate 6,000 jobs.

California and Florida state employees are covered by contracts expiring or reopening on June 30. However, unions will be dealing with new state administrations in both states.

California's Gov. Pete Wilson (R) has not proposed layoffs but he has stated that there will be wage freezes.

On the other hand, Gov. Lawton Chiles (D) of Florida has proposed the elimination of some 6,000 jobs.

AFSCME Vice President Blonde Jordan said the union will have the opportunity to review and comment on all proposed eliminations before the governor signs off on them. The union's concern, however, also extends to the use of temporary employees and consultants, as well as the increase in management positions over the years, she said.

Unions assail asbestos regulation

New proposal still leaves workers unprotected, labor says

By Arlee C. Green

Thousands of workers have been dealt death sentences from little-regulated on-the-job exposures to asbestos over the past two decades, and the latest proposal by the Occupational Safety and Health Administration still would put workers at risk, unions charged.

The AFL-CIO and a dozen affiliates told an OSHA hearing panel of their deep concern that the agency's proposal again focuses on permissible exposures levels (PEL) and action levels to trigger protections for workers exposed to a substance that is deadly at all concentrations.

This focus, unions said, does not protect workers from asbestosis, lung cancer and mesothelioma.

Peg Seminario, director of the AFL-CIO Department of Health and Safety, recalled that OSHA has acted only in response to a petition or a court order in past attempts to regulate asbestos exposures. The latest change was in 1986, when OSHA set a limit of 200,000 fibers of asbestos per cubic meter of air, despite evidence showing a lower limit was feasible for the majority of workers.

AFL-CIO Building and Construction Trades Department Safety Director James Lapping pointed out the BCTD's challenge to the 1986 revision resulted in a federal court order that OSHA consider setting a stronger standard.

Since that ruling in 1988, Lapping said, "OSHA's institutional foot-dragging" has cost workers' lives. Those officials "who have caused these delays...are responsible for the premature deaths, the cancers and the other agonizing diseases and the functional impairments which predictably will occur," he said.

Dr. Philip Landrigan of the Mount Sinai School of Medicine predicted that, by the year 2000, some 300,000 to 500,000 premature deaths will result from on-the-job exposures to asbestos prior to 1980.

Jack Keane, vice president of the 30,000-member Asbestos Workers, said that more than half his union's members "have died from, or are dying of, cancer from asbestos exposure."

Charging that construction workers are dying from asbestos exposure in far greater numbers than the general population, Keane said, "This evidence gives OSHA no choice but to regulate asbestos as the dangerous, lethal substance that it is, and to recognize that there is no acceptable level of exposure to asbestos."

To strengthen the standard, Seminario said, it is imperative that OSHA require all buildings be inspected for asbestos "if we are to stem the tide of the asbestos disease epidemic from overtaking yet another generation of asbestos-exposed workers." The presence of asbestos in a building must be documented by inspection and the information conveyed to workers.

AFSCME President Gerald W. McEntee underscored the importance of requiring building inspections and worker notification, calling its omission from OSHA's proposal "a fatal flaw." Currently workers don't know when they are being exposed to asbestos, he said. "They are living — and dying — in ignorance."

> ***"This evidence gives OSHA no choice but to regulate asbestos as the dangerous, lethal substance that it is, and to recognize that there is no acceptable level of exposure to asbestos."***
>
> **—Jack Keane, vice president Asbestos Workers**

Service Employees Safety Director Bill Borwegen cited an Environmental Protection Agency estimate that at least 730,000 public and commercial buildings nationwide contain friable asbestos, which can flake off and become airborne.

"There is no legitimate reason how we, as a society, can continue to justify not giving workers the right to know about the presence of the most deadly of occupational carcinogens," Borwegen said.

Worker protections, Borwegen said, must be based on "work tasks that disturb asbestos, not on an arbitrary permissible exposure limit that OSHA admits is not sufficiently protective of workers."

Seminario said that while the AFL-CIO supports the proposal to cut the PEL to 100,000 fibers, it believes control measures for asbestos should be triggered by the asbestos work itself and not a PEL or action level.

She said OSHA has taken a step in that direction through establishment of regulated areas for all removal, demolition, maintenance and renovation work under the construction standard, and requirement for negative pressure enclosures except for small-scale, short-duration jobs.

But the agency should go further and require control measures such as respirators, housekeeping, showers and environmental monitoring whenever this kind of asbestos work is done, she said.

Dr. Franklin Mirer, the UAW's director of safety and health, said the greatest danger, in terms of his members, is presented by "so-called incidental contact" with insulation containing asbestos during maintenance and repair activities. He charged that the proposed revision does not deal with this problem in an "efficient or effective manner and must be revised."

Most union representatives called for stronger training requirements for workers involved in building maintenance, repair or construction.

Among those testifying were Lynn MacDonald, special assistant to the president of the Sheet Metal Workers; Frank Burkhardt, the Painters' director of safety and health; Scott Schneider of the Occupational Health Foundation; Joe A. Adam, chair of the BCTD safety and health committee and safety director for the Plumbers and Pipe Fitters; John Barnhard, the Roofers' safety and health director; A. Bennett Hill Jr., Operating Engineers safety and health director; Edward Gorman, executive director of Carpenters National Safety and Health Fund; Bill Bergfeld of the Laborers'-AGC Training Trust in Pomfret, Conn., and Jim Frederick of the SMW National Trust Fund training program.

Lynn M. Martin

Lynn Martin is confirmed for Labor post

Lynn M. Martin, a George Bush loyalist who served in the House for 10 years, was unanimously confirmed by the Senate as secretary of labor.

The Republican from Illinois is expected to be sworn in Feb. 22 to succeed Elizabeth Dole, who resigned last fall to head the American Red Cross.

"We look forward to working with the new secretary of labor," the AFL-CIO said. Martin is expected to meet with the Executive Council during its meeting in Bal Harbour, Fla., Feb. 18-22.

During her decade on Capitol Hill, Martin compiled a COPE voting record on key worker issues of 29 percent "right" — 43 for and 109 against.

Although voicing concern about Martin's voting record while representing her congressional district, the AFL-CIO did not oppose her confirmation.

Bush nominated Martin, who is 51, after she was decisively defeated in the November election in an attempt to unseat Illinois incumbent Democratic Sen. Paul Simon.

Butadiene proposal seen appeasing industry

By Arlee C. Green

The AFL-CIO criticized the Occupational Safety and Health Administration's proposed rule revision for butadiene, testifying that the agency is merely attempting to codify existing worker exposure levels to the carcinogen under current industry practice.

OSHA is seeking to reduce permissible exposures to 2 parts of butadiene per million parts of air (ppm) over a time-weighted average 8-hour workday (TWA) and to set the short-term exposure limit (STEL) at 10 ppm. The current permissible exposure limit (PEL) is 1,000 ppm, far in excess of the exposure levels being measured by industry.

"The AFL-CIO believes industry can go beyond the 2 ppm TWA and the 10 ppm STEL and control butadiene exposures to lower levels," said Diane Factor, a federation industrial hygienist in testimony before an OSHA hearing panel.

To do this, however, OSHA "must conduct an analysis that attempts to show feasibility below 2 ppm and not stop at the industry acceptable levels," she said.

Butadiene, a gas commonly used in making synthetic rubber, is not only a carcinogen, but a developmental toxin and a possible reproductive hazard, according to the National Institute for Occupational Safety and Health (NIOSH).

"It appears OSHA is simply attempting to codify what are in fact existing exposure levels of 2 ppm, and give industry a regulation they can live with, without requiring them to lower exposures to safer levels," Factor said.

She pointed out that the Clean Air Act of 1990 covers butadiene and will require industry to reduce its toxic emissions through the installation and use of best available control technology.

OSHA is required to set standards that are "technology forcing," encouraging engineering to cut toxic exposures to the lowest possible level, Factor said. Yet, in its proposed revision, OSHA says current data indicate it is infeasible for employers to achieve compliance at 1 ppm "since available technology that is already in place could not achieve the PEL of 1 ppm."

Factor underscored NIOSH's criticism of a feasibility analysis the JACA Corp. performed for OSHA, calling the analysis "seriously flawed." By relying on the analysis, she said, OSHA has "systematically underestimated available (engineering) controls and overestimated exposure level variation and the control technologies already being implemented by industry."

At the proposed exposure limit of 2 ppm, Factor said, OSHA estimates the risk of cancer is 5 per 1,000 employees for 45 years' exposure. Although the risk is lower for 1 ppm, it is still above the acceptable risk level of 1 per 1,000 workers.

The AFL-CIO, the Building and Construction Trades Department, Rubber Workers, Chemical Workers and the Oil, Chemical and Atomic Workers had petitioned OSHA for an emergency standard in January 1984. OSHA denied the petition in March 1984.

Less than a year later, it was reported that a two-year study of the toxic effects of butadiene on mice had to be canceled because three-fourths of the exposed mice had died of tumors only one year into the study. The mice were exposed at 625 ppm — well below the current exposure limit of 1,000 ppm.

Rail lines agree on union plan to extend deadline

After a week of discussions, the nation's major rail carriers finally agreed to a union proposal to extend the current cooling off period for 60 days beyond the Feb. 15 deadline.

The agreement would avoid the threat of a shutdown of the railroads during "this critical stage of the Persian Gulf crisis," said Richard I. Kilroy, chairman of the Cooperating Railway Labor Organizations.

"Rail labor is hopeful that good faith bargaining will take place during the 60-day extension. The choice is up to the railroads," Kilroy said.

The rail coalition will reassess its position as the April 17 deadline approaches, based on the circumstances that exist at that time, he said.

Under the Railway Labor Act, self help can include a strike by the unions or imposition of new wages and work rules by the carriers.

The rail unions, which represent 235,000 workers, include TCU and its Carmen division, Train Dispatchers, Locomotive Engineers, Maintenance of Way Employees, Railroad Signalmen, Boilermakers, Electrical Workers, Firemen and Oilers, Sheet Metal Workers, and the United Transportation Union.

FOCUS

Labor gears up for campaign to ban permanent replacement of strikers and to restore balance to the collective bargaining process.

"The notion that somehow you can recognize a fundamental difference between the decision by an employer to fire a striker and the decision by an employer to 'permanently replace' a striker just defies logic. It's pure double-talk to say that although a worker can't be discharged for striking, the worker can be 'permanently replaced.' This distinction may have some meaning to lawyers, but all the ordinary worker knows is that he or she is not going back to work with the struck employer in the foreseeable future."

— Thomas R. Donahue
AFL-CIO Secretary-Treasurer

By Muriel H. Cooper

Al Price said he could see it coming. Land was being cleared. Barbed wire fences were installed. Windows were boarded up. And contract negotiations between Steelworkers Local 5668 and Ravenswood Aluminum Corp. (RAC) were going nowhere.

"I knew when I saw the guards what was happening," recalls Price. "But what can you do? There were 15 tractor-trailers filled with replacement workers and the midnight shift was being told to leave...there was no work for them."

Price, a 21-year veteran with the Ravenswood, W.Va., aluminum company, described the Nov. 1, 1990, lockout as an insult. The union had tried to negotiate, even offering to extend the deadline and continue working under the old contract, but management pulled all of the proposals off the table and left.

Price was one of 1,700 Steelworkers locked out by RAC that day, and one of a growing number of union members who have been "permanently" replaced by management fiat. In many cases, as with Ravenswood and the conflicts at Greyhound and the New York Daily News, management plotted bargaining strategies around permanent replacement workers.

Tilting the table

This new management strategy tilts the bargaining table heavily in management's favor, according to Price. "You can't negotiate if the company can hire permanent replacements," he said.

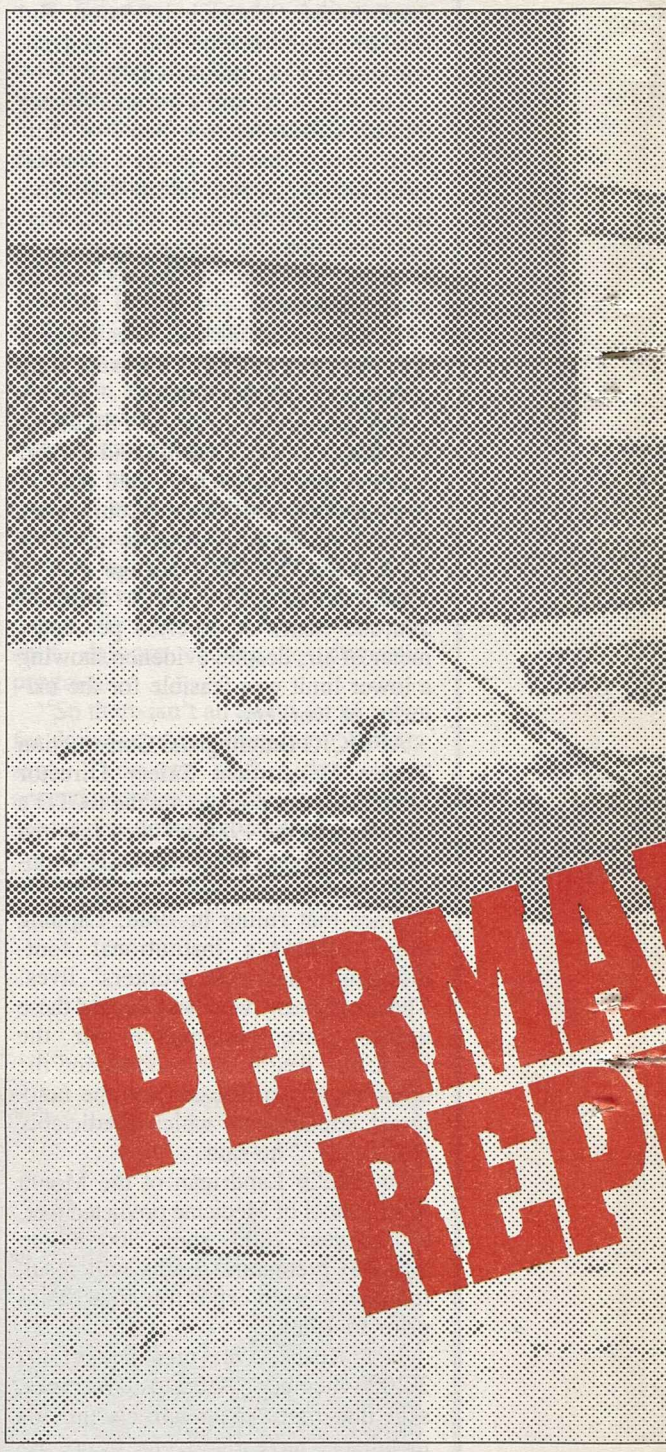
The issue of fairness in collective bargaining underlies the AFL-CIO campaign to enact legislation to ban the use of permanent replacement workers in economic strikes. Such legislation has been introduced in the House and Senate, and the federation has placed passage of these bills high on its legislative agenda.

Pushing the legislative effort will be a three-member steering committee appointed by AFL-CIO President Lane Kirkland: Secretary-Treasurer Thomas R. Donahue, who will chair the committee, Industrial Union Department President Howard Samuel and Legislative Director Robert M. McGlotten. Samuel and the IUD did much of the spadework in the 101st Congress, when earlier bills were introduced.

Grassroots union campaign

The steering committee will involve various departments in a grassroots campaign and a vigorous lobbying effort. Activities will include informational mailings to labor organizations, union members and allied community groups in selected congressional districts where support for the legislation is most needed.

Union members will be encouraged, through mailings and participation with Legislative Action Committees, to press their congressional representatives to support the banning of permanent replacement of strikers.



A hired gun from Vance Security photographs pickets a

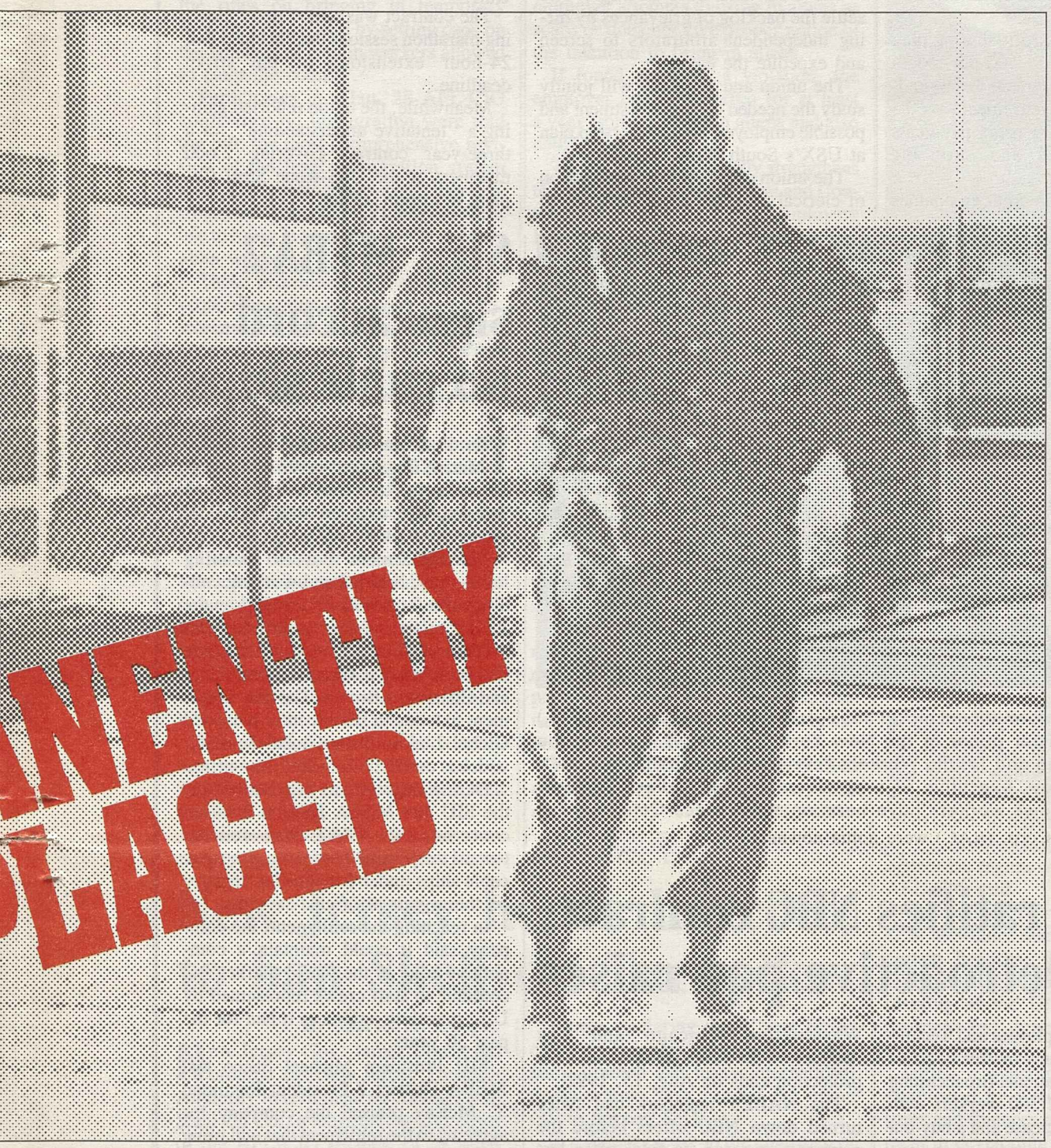
Support already is building in the House, where Rep. William Clay (D-Mo.) has introduced legislation cosponsored by 191 representatives. "The practice of using permanent replacement workers must end now and forever," Clay declared.

Clay's bill, H.R. 5, would amend the Railway Labor Act and the National Labor Relations Act to prohibit the hiring of permanent replacements during economic strikes and bar discrimination against striking workers once the labor dispute has ended. It also would make it illegal to offer preferential benefits to strikers who cross picket lines.

The Senate bill, S. 55, was introduced by Sen. Howard M. Metzenbaum (D-Ohio). Hearings should begin in early spring, with the House bill likely to be taken up first.

The call for change to restore the balance in collective bargaining already has borne fruit in some state legislatures and local assemblies. The California legislature passed a bill calling for Congress to amend the NLRA and immediately reinstate all workers discharged for participating in union activities. The Boston City Council also has enacted an ordinance to ban permanent replacement workers if the public safety is threatened.

St. Louis Mayor Vincent C. Schoemehl has signed a city law to require employers seeking to replace striking workers to advertise that fact and to have replacement workers sign affidavits attesting to knowledge of that



ts at Ravenswood Aluminum Corp., where 1,700 Steelworkers were locked out and "permanently" replaced.

Labor's case for H.R. 5 and S. 55

H.R. 5 and S. 55, now pending in Congress, would prohibit the use of ''permanent replacement'' workers in a labor dispute and would bar employers from offering preferential benefits to strikebreakers who cross the picket line to return to work.

In the past 10 years, employers increasingly have sought to evade their collective bargaining obligations by exploiting a loophole in our nation's labor laws that permits employer discrimination against strikers.

Under the judicial Mackay doctrine, while it is unlawful for employers to discharge employees for engaging in a lawful economic strike, it is lawful for the employer to ''permanently replace'' these employees.

Because the distinction between ''discharge'' and ''permanent replacement'' is meaningless from the standpoint of the strikers who have lost their jobs, the Mackay doctrine makes a mockery of the law's promise to workers that they have a right to engage in a lawful economic strike free from employer retaliation.

Nonetheless, in the recent decision of TWA vs. Independent Federation of Flight Attendants, the Supreme Court further eroded workers' rights by ruling that employers can offer preferential treatment to ''junior'' strikers who cross the picket line and return to work.

Under current conditions, the Mackay doctrine threatens the institution of collective bargaining itself. In recent years, employers such as Eastern and Continental Airlines, Greyhound and the New York Daily News have come to see collective bargaining not as a means of negotiating current wages and working conditions, but as a means of ridding themselves of their unionized workforces through the recruitment of a new workforce of ''permanent'' replacements.

Congress never intended that our labor laws would give employers the ability to undermine our system of collective bargaining.

status. The city rejected a stronger ordinance that would have banned replacement workers when additional police force was needed.

Meanwhile, labor groups are lobbying state legislatures in Pennsylvania, Indiana, Oregon, Montana, Alabama and Minnesota for bills aimed at the practice of permanent replacements.

Federal law prohibits the firing of strikers, but permits ''permanently replacing'' them, under a 1938 Supreme Court ruling in Mackay Radio and Telegraph vs. the National Labor Relations Board. But employers seldom used the ruling until the 1980s.

In testimony before congressional committees last year, Donahue questioned the anomaly in the law that allows ''permanent'' replacement workers while banning the firing of strikers.

Fired or replaced

''The notion that somehow you can recognize a fundamental difference between the decision by an employer to fire a striker and the decision by an employer to 'permanently replace' a striker just defies logic,'' Donahue said. ''It's pure double-talk to say that although a worker can't be discharged for striking, the worker can be 'permanently replaced.'

''This distinction may have some meaning to lawyers, but all the ordinary worker knows is that he or she is not going back to work with the struck employer in the foreseeable future,'' Donahue said.

For the workers at Ravenswood, being replaced is the ultimate indignity. ''I'm not planning on sitting by and let someone come by and take my job,'' Price said. ''We have put our lives into that plant.''

For his stand, Price is paying a heavy price. Since being locked out, he has no health insurance and is now facing at least $10,000 in medical expenses for his wife's illness.

''She has been in the hospital for 10 days and it's costing almost $1,000 a day,'' he said. ''I'm 48 years old. My daughter has one year in college and we thought we could sit back. I will be paying this debt the rest of my life.''

The National Labor Relations Board has issued a formal complaint against the company for using strikebreaker security forces (Vance Security, notorious for its activity during the Mine Workers' strike against Pittston) to interfere with picketing activity, and the Steelworkers have sought to expand those charges because of RAC's continued refusal to bargain in good faith.

Adding salt to its labor wound, RAC recently announced a scholarship program for the children or grandchildren of replacement workers. Longtime workers such as Price would not be eligible.

Steelworkers President Lynn Williams, Local 5668 President Dan Stidham and other union officials met with members of Congress Feb. 7 to discuss the situation at Ravenswood and to urge passage of striker replacement legislation.

Such legislation, the labor leaders said, would take away the bludgeon that management increasingly is holding over the heads of its workers. The management tactic, used at Ravenswood, Greyhound, the Daily News and other worksites, seriously affects workers' right to strike and distorts the collective bargaining process.

The strike at the New York Daily News started Oct. 25, 1990, long after the March 31 contract expiration, as 2,300 members of nine unions sought to foil management's attempt to force a strike. They were aware of the company's $24 million strike preparation plan, which included an alternative printing facility, ringed with security guards, and recruitment of ''permanent replacements,'' who were waiting in the wings.

Old Tribune tactics

The Daily News workers also had the advantage of watching what the newspaper's parent company, the Tribune Co., had done in 1985 at the Chicago Tribune when it also sought to break its unions. The company still faces possible back-pay liabilities for unfair labor practice charges in that dispute.

The NLRB also has issued a complaint of unfair labor practices against the Daily News, charging the company illegally locked out its workers during a printing plant incident that precipitated a walkout and then, within hours, bused in replacement workers.

If employers believe the permanent replacement tactic will weaken workers' resolve for unions, they are dead wrong, Price said. ''This lockout has brought people closer together. The union has been assisting us on house notes, car notes and anything we need. This outfit is not going to break our union,'' he said.

USX pact includes lifetime pension, health guarantees

Continued from Page 1

"It's the only labor agreement I've ever heard of that has this kind of right, and it's obviously something that we're going to be moving forward with on a pattern basis" with other major steel companies, Kleiman said.

The contract also strengthens existing language covering successor ownership. "A buyer has to either accept our agreement or negotiate with us about another agreement," Kleiman said.

Other highlights of the contract include immediate restoration of past wage sacrifices, which average about $1 an hour, along with an immediate raise of 50 cents an hour — plus another $1 an hour over the next two years. The base rate now is about $11 an hour before incentive pay.

The contract also includes a $750 bonus if it is ratified and a $2,500 cost-of-living bonus spread over three years. The members have the option of accepting the COLA bonus in the new steel division stock.

The union won a profit-sharing plan and a guaranteed $1,500-per-month minimum pension payment for 30-and-out pensions. Other retirement benefits include increases in pension payments to present retirees and surviving spouses.

USX agreed to join other companies in subsidizing USWA's career development program, which trains and retrains Steelworkers. The company also will pay penalties for overtime work in excess of 56 hours per week, with the money going to the career development program.

The union and USX also agreed to settle the backlog of grievances by hiring independent arbitrators to screen and expedite the cases.

The union and company will jointly study the needed capital investment and possible employee stock ownership plan at USX's South Works in Chicago.

The union also regained jurisdiction of clerical jobs and an increase of 15 cents per hour in the clerical service bonus.

Finally, the contract contains a "Desert Storm" clause that protects for up to a year the wages and family health benefits of any USWA member called up for military service in the Persian Gulf.

The contract was negotiated following marathon sessions that included two 24-hour extensions of the strike deadline.

Meanwhile, the union reported gaining a "tentative understanding" for a three-year contract covering 2,600 members at the USS-Kobe Steel Co. plant in Lorain, Ohio.

N.J. health reform plan advances

Legislation to revamp the way New Jersey pays for indigent health care is slowly making its way through the state's general assembly.

The state AFL-CIO supports many of the reforms in the bill, including a proposal for an 11 percent payroll tax per worker to fund indigent care, said New Jersey AFL-CIO President Charles Marciante.

An omnibus measure incorporating many reforms had passed through the Health and Human Services, Labor and Insurance committees as of Feb. 11 and was on its way to the Appropriations Committee, Marciante said.

Marciante co-chaired the Governor's Health Care Reform Commission that last fall released a series of recommendations for changing the way New Jersey funds health care. Chief among these recommendations was to abolish the Uncompensated Care Trust Fund and replace it with the payroll tax.

Although the Senate passed a measure in December to extend the UCTF three months after the Dec. 31, 1990, expiration date, it died after the assembly failed to consider it.

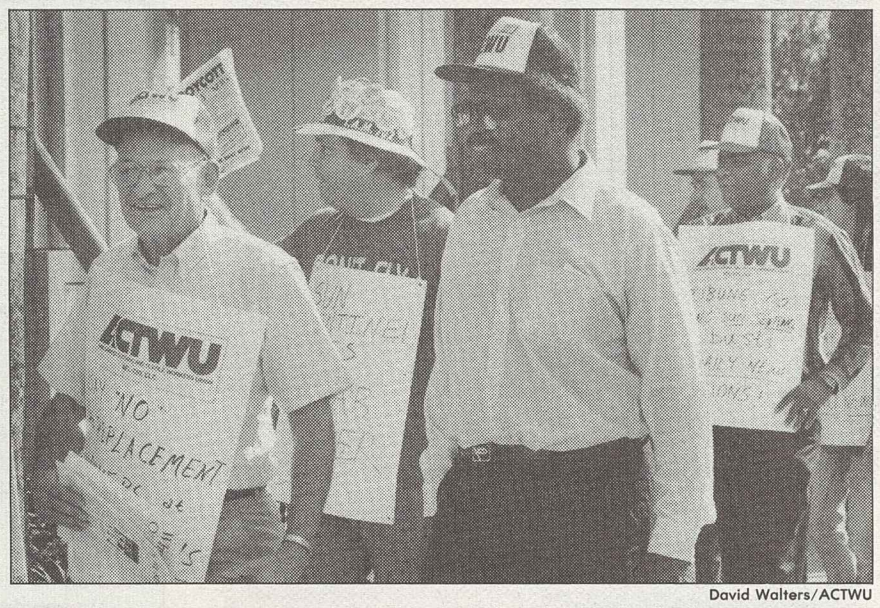
Marciante said the state federation supports the payroll tax instead of the trust fund. In 1990, the UCTF added a 19 percent surtax to the bills of those patients covered by insurance, with the resulting funds going to pay for the care of those uninsured and underinsured.

That surtax was scheduled to rise to 24.8 percent in 1991.

The New Jersey AFL-CIO, along with Blue Cross/Blue Shield of New Jersey and four unions, filed suit Nov. 20 to eliminate the trust fund.

That suit was put on hold in late December. It may be reinstituted pending legislation.

In the meantime, the absence of any funding mechanism means that any bills for care incurred after Dec. 31, 1990, have not been paid, Marciante said. They will not be paid until there is a plan in place, he said.



David Walters/ACTWU

Unionists walk an informational picket line outside the Fort Lauderdale (Fla.) Sun-Sentinel, a sister paper of the New York Daily News. Leading the march are Clothing and Textile Workers President Jack Sheinkman, left, and Edgar Romney, executive vice president of the Ladies' Garment Workers. Daily News workers have been on strike since Oct. 25.

NABET ratifies NBC contract; gains retroactive pay raises

The Broadcast Employees and Technicians ratified a new master contract for 12 units at the National Broadcasting Co. that provides 2,300 workers with a retroactive pay increase and a buy-out provision.

The agreement, which runs through March 31, 1994, replaces a three-year accord that expired last March 31. In 1987, NABET struck the network, which is owned by General Electric Co., for 17 weeks.

The new contract raises wages retroactively to Jan. 5, 1991, by 3 percent. Future increases will be 3 percent next Aug. 14 and 4 percent on Aug. 19, 1993, with a 5-percent lump-sum bonus on Aug. 15, 1992, based on the prior year's wages.

Under the master agreement, NBC agreed to offer workers buyouts before it lays off any regular employees. If insufficient numbers of members accept buyouts, then NBC may only lay off up to 4 percent of the NABET members at each location — New York, Washington, Chicago and Los Angeles — for a two-year period. That protection ends on Aug. 15, 1992.

The NABET members had twice turned down NBC offers before the company imposed its final offer last Aug. 15. In balloting on the new master agreement, eight of the 12 local units voted approval, with the vote from all units being 853-342 in favor.

NBC and the union met again on local issues for the four units that had rejected the package — operations directors, couriers, and mail messengers/duplicating section in Chicago and air conditioning technicians in New York.

The three Chicago units ratified a modified proposal and on Feb. 8, the NABET-NBC/GE Negotiating Committee approved the agreement, authorizing NABET President James P. Nolan to put it into effect the following day.

Talks are continuing to reach an accord for the roughly 20 members in the New York unit, NABET said.

SIU, MEBA2 sign accord on cable ships

The Seafarers and District 2 of the Marine Engineers signed a five-year accord with American Telephone and Telegraph Co. to assure staffing of U.S. crews on AT&T cable ships.

The agreement covers manning levels, pay, benefits and working conditions on four cable-laying ships in the AT&T fleet. Prior contracts with AT&T subsidiary Transoceanic Cable Co. covered two vessels, Long Lines and Charles L. Brown. The new agreement extends to the recently launched Global Link and the Global Sentinel, which is due to be launched this spring.

During negotiations last December, the SIU and MEBA District 2 raised concerns that AT&T was steering toward the possibility of putting the new cable ships under foreign-flag registry on the argument of cost-savings.

In reaching the settlement, the company said it could maintain a competitive edge in the world market and continue to staff crews represented by U.S. maritime unions as it had for the past 30 years.

SIU President Michael Sacco and MEBA District 2 President Raymond T. McKay praised the company for agreeing to the settlement that will bring a net increase in jobs with the addition of the cable-laying vessels.

Flight Attendants set election date

Charlotte, N.C.

The Flight Attendants board of directors set national officer elections for June 12 and adopted a constitutional change establishing run-off procedures to be used when no one candidate receives a majority of votes cast on the first ballot.

AFA President Susan Bianchi-Sand and other national officers will serve until the June elections. The 1990 board meeting had adjourned without electing new officers in November after Bianchi-Sand finished short of a majority.

Officers now are elected by the board, but the AFA has been reviewing the possibility of direct membership election. The board established the AFA Direct Election Committee, which will issue recommendations at the October board meeting. Direct election by the membership was endorsed by the AFA's executive board last November.

The board of directors — the AFA's highest governing body — comprises nearly 50 local council presidents representing every AFA domicile, or home base, at 18 airlines.

UAW pact is end of line for Teledyne scabs

Six UAW locals reached a settlement that ended an 11-month-old strike by more than 700 workers against Teledyne Industries' plants in five cities, the National Labor Relations Board announced.

The accord requires Teledyne to resume bargaining with the local unions, fire all the replacement workers it had hired and recall UAW members as jobs become available. The settlement also resolved all pending unfair labor practice charges filed by each side, the NLRB said.

The UAW locals' contracts with Teledyne expired June 24, 1989. After months of bargaining, Teledyne continued to insist on harsh cutbacks and announced it would unilaterally cut health benefits for the nearly 4,400 retirees.

On Feb. 15, 1990, the workers struck at plants in Milwaukee, Mobile, Ala., Toledo, Ohio, Neosha, Mo., and Muskegon, Mich. The company used scabs at several sites.

As part of the settlement agreement, Teledyne will provide special early retirement for 121 workers who have at least 10 years' service and are age 50 and up, the union said.

Teledyne dropped its plan to slash retiree health benefits but the UAW said a lawsuit filed on the retiree health benefit issue remains in effect and was not part of the settlement.

New immigration law protects jobs, wages

By James B. Parks

The 1990 Immigration Act will help unions protect members' jobs, wages and working conditions by tightening the rules on bringing in temporary foreign workers and by setting caps on the numbers of certain workers allowed to enter the country.

Participants in a Jan. 28 AFL-CIO conference on immigration were told the bill, the most comprehensive revision of the legal immigration system since 1965, strengthens the "labor certification" procedures employers must use to bring in some types of temporary alien workers.

Those procedures will continue the requirement that employers seek U.S. workers first and offer wages and working conditions to the alien workers that assure they will not be exploited and that their employment won't take away current jobs.

The new law adds the stipulation that an employer who requests a labor certification will have to notify the bargaining representative upon making the application.

One of the most abused temporary visa categories as far as labor is concerned has been the H-1B visa for persons of "distinguished merit and ability." The Immigration and Naturalization Service, in practice, has issued the visa to professionals and other people who do not fit the category.

The new law narrows this category and sets specific limits on the number of persons who can be admitted with this kind of visa.

If an employer of H-1B aliens does not pay the required wages, meet the required working conditions, or hire the aliens for certain specific occupation, the union can challenge that action.

A challenge may occur if the employer attempts to bring in aliens as scabs or does not give proper notice of the intention to bring in aliens.

If found guilty of a violation, the employer could be barred for at least a year from bringing in aliens and also could face a fine.

The new law substantially strengthens the 1986 Immigration Reform and Control Act, which prohibits employers from discriminating against authorized workers based on their national origin or lack of citizenship.

One of the most important changes in that law increases the monetary penalties for discrimination, bringing them up to the same level as fines for employer sanctions.

The law also now bans employers from intimidating, threatening, coercing or retaliating against a person who files a complaint or helps in a case under the anti-discrimination law.

The 1990 law eliminates the requirement that an alien file a form indicating plans to apply for citizenship before the alien could file a complaint.

Under the bill, employers cannot ask a new hire to provide more or different documents than the law requires to prove authority to work. They also cannot refuse to accept documents that appear to be genuine.

The bill extends for a year the period of time during which a temporary resident can apply for permanent status.

Most of the provisions in the bill take effect on Oct. 1.

Steve Miller/Miller Photography

Members of the Ladies' Garment Workers and Frontlash leaflet the Toy Manufacturers of America annual toy fair in New York City. The unionists were discouraging toy buyers from purchasing toys made in China because of that country's abuses of human rights and child labor.

New Jersey heeds boycott, to ban Shell on Turnpike

By Muriel H. Cooper

New Jersey Gov. James Florio has ordered the New Jersey Turnpike Authority to terminate its contract with Shell Oil Co., a longtime boycott target of the AFL-CIO because of its treatment of black miners in South Africa.

UAW President Owen Bieber, co-chair of the AFL-CIO Boycott Shell Committee, joined the governor for the announcement. The committee, co-chaired by Bieber and Mine Workers President Richard Trumka, coordinated a yearlong lobbying effort to convince New Jersey to terminate the Shell contract.

The AFL-CIO Executive Council's 1986 call for the boycott cited Royal Dutch Shell's firing of 86 black South African members of the National Union of Mineworkers at the Reitspruit mine. The statement noted the boycott call of the International Confederation of Free Trade Unions and said the action was against Shell, not the individual merchants selling Shell products.

"Shell has made great profits by taking advantage of the cheap wages of apartheid," Trumka said.

Florio, declaring that "New Jersey can't do business with such a company," noted that many international organizations have heeded the union call to boycott Shell.

In a January letter to the chairman of the Turnpike Authority, Florio said New Jersey law requires that the state's pension and annuity funds be withdrawn from banks or other financial institutions that provide loans to South Africa, and that the state not invest in stocks or securities of those companies who do business in or with South Africa.

"In light of this state policy and my personal beliefs, I am inclined to oppose any action which would permit an extension of the current contract," Florio said.

The Turnpike Authority signed an exclusive five-year contract with Shell Oil Company in 1987. The contract contained an option to renew for an additional five years if the option was exercised prior to April 1 of this year. Florio's action means that Shell's exclusive right to operate all 13 service areas along the turnpike would expire April 1, 1992.

Equity gains contract for Disney performers

Orlando, Fla.

Mickey Mouse, Donald Duck and other characters and performers portrayed by members of Actors' Equity won a three-year agreement with Walt Disney World Co.

The contract covering the 400 performers — who include dancers, singers, comedians, gymnasts and others — increases salaries by 4 percent in each contract year and adds incremental bonuses for lead performers.

The agreement also improves job safety, requires that schedules be set two weeks in advance and calls for management to provide appropriate costumes and footwear.

The Disney performers voted to join Equity in a National Labor Relations Board election in November 1989.

Unions want OPIC aid halted over Korean rights offenses

By John R. Oravec

South Korea's mass jailing of trade unionists and its escalating worker and human rights abuses are grounds enough for the Overseas Private Investment Corp. to terminate assistance programs for firms operating under the oppressive regime of President Roh, the AFL-CIO said.

To continue Korea's eligibility for U.S. assistance does more than extend certain benefits, the federation told OPIC chief Fred Seder. "It puts the blessing of the U.S. government on policies and practices that violate human rights."

OPIC, a quasi-government agency established by Congress in 1969, insures and finances private U.S. investment in developing countries and promotes foreign trade programs.

Not only has the Roh regime failed to make progress in internationally recognized standards on worker rights, but it has threatened to crack down further on Korean unions, the federation pointed out.

Korea's labor minister recently issued a public warning that the government will adopt sterner measures in 1991, including labor law revisions to give the government more power against unions in labor disputes, AFL-CIO Economic Research Director Rudy Oswald said.

The federation brief reinforces a petition the UAW filed last fall that cited the unjust jailing of 50 union leaders before the imprisonment of more than 500 protesting workers last June.

"To our knowledge, no other country in the world has jailed more unionists than Korea," the UAW petition said. "The continuing government offensive against unions has increased this number in recent months. These arrests are, in most instances, the result of government repression of the right to freedom of association and to organize and bargain collectively."

The repression cited by the UAW refuted OPIC's 1988 claims that the Korean government "is making slow but steady progress" on worker rights issues.

The UAW pointed out that a 1990 State Department report described the legal framework for labor-management relations in Korea "as the same as it was under the dictatorship of General Chun."

The State Department report noted that government intervention in labor disputes escalated sharply in 1990. "The most dramatic example," the UAW said, "was the land, air and water assault on striking Hyundai Heavy Industries workers and their supporters from other Hyundai operations in the area. In the wake of the military operation, more than 700 workers were arrested."

The UAW petition said that the government crackdown on Korean unions has impeded its ability to represent the economic interests of members as well as to improve working conditions.

"The staggering growth of workplace deaths cannot be separated from the repression of Korean unions," the petition declared.

Chile reinstated

Meanwhile, the White House announced that Chile, Paraguay and the Central African Republic were reinstated as beneficiaries in the Generalized System of Preferences (GSP) for duty-free access to U.S. markets on certain goods.

The AFL-CIO endorsed the return of Chile to the GSP program, but opposed the return of Paraguay and the Central African Republic because of continued repression of trade union rights.

Chile lost the GSP privileges in 1987 for rights abuses under the Pinochet dictatorship. With the return to democracy and improved labor policies under President Patricio Aylwin, the federation called for removal of sanctions.

The White House also awarded GSP privileges to Namibia, which became an independent country last March.

GSP sanctions continue against Burma, Liberia, Nicaragua and Romania because of worker rights abuses. Labor policies are under review for eight other GSP beneficiaries — Bangladesh, Benin, the Dominican Republic, El Salvador, Haiti, Nepal, the Sudan and Syria.

ECONOMY

Union pay well ahead of nonunion

Wages plus benefits yield clear advantage

By John R. Oravec

Union membership was worth $119 more a week in the average worker's paycheck last year. That was just regular wages, not the additional value of employer-paid benefits that have been running nearly double those of nonunion workers.

Median weekly earnings in 1990 for full-time unionized wage and salary workers were $509, compared with $390 for nonunion workers, according to data compiled by the Bureau of Labor Statistics.

On an annual basis, the union advantage in median earnings works out to more than $6,100, figures from the BLS household survey show.

The BLS earnings data do not include employer-paid benefits, which in the third quarter of 1989 averaged $6.95 an hour for union members — nearly 90 percent more than the $3.80 rate for nonunion workers, AFL-CIO economist John Zalusky pointed out.

"Union membership is one of the best investments a worker could make," Zalusky said. "The monetary return on a union card is 18 times the average cost of union dues."

Union members fared better in just about every job category, except in professional specialties. The median pay for nonunion workers was boosted significantly by the executive, managerial and administrative categories. Only in finance, insurance and real estate did nonunion workers have an edge over union employees.

Here are some examples of the advantage of a union contract that BLS found in its 1990 study:

- Male union members averaged $85 a week more than their nonunion counterparts.
- Union women earned $122 more than nonunion females.
- Among white workers, those with union cards earned $119 more than those without.
- Among minorities, the union edge for blacks was $138 a week, while Hispanic union workers earned $137 more a week.

Here is the rundown on the union differential in average weekly pay in basic industries: manufacturing, plus $60; construction, plus $246; mining, plus $34; transportation and public utilities, plus $91; wholesale and retail trade, plus $99; government, plus $93, and finance, insurance and real estate, minus $20.

Among precision production workers and certain skilled crafts, the union advantage was $164 a week. For union machine operators, assemblers and inspectors, it was $249 more a week. For union laborers and helpers, the edge was $154 a week.

The median weekly pay for union workers increased $12 over the year while rising $18 for nonunion employees, with the biggest raises coming in the managerial and professional ranks.

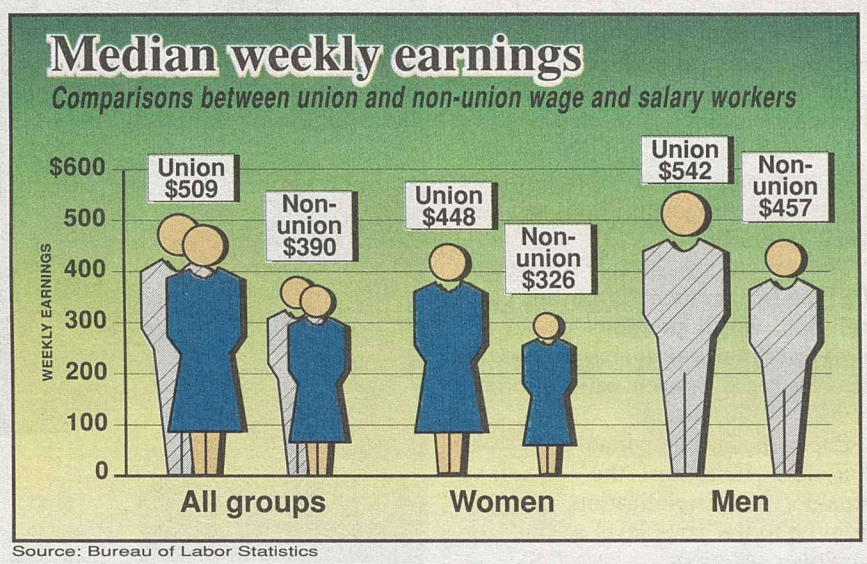
The BLS report also said that 16.7 million American workers were members of unions in 1990, down 1.3 percent from the 16.9 million in 1989. Union membership has hovered around 17 million since the mid-1980s.

In a separate report, BLS said major collective bargaining settlements in 1990 covering some 2 million workers provide wage increases averaging 4 percent in the first contract year and 3.2 percent annually over the contract term. The BLS wage rate study comprises bargaining units of 1,000 workers or more, and does not include lump-sum bonuses, cost-of-living adjustments and employer-paid benefits.

Zalusky estimated that the union-negotiated benefits in the 1990 settlements could add at least another 1 percent more to the annual value of the average contract.

The BLS said lump-sum bonuses were negotiated for 819,000 workers in last year's settlements. The provisions were dropped from contracts covering 214,000 workers.

Unions negotiated contracts with COLAs for 778,000 workers last year. COLA clauses were dropped from contracts covering 37,500 workers.



Source: Bureau of Labor Statistics

Unions provide trade benefit in global market

Labor's critics who blame the nagging U.S. foreign trade deficit on unions are off base, economics professor Thomas Karier asserts in a report issued by the Economic Policy Institute.

Karier writes that there is no evidence that labor unions have made U.S. companies less competitive and more vulnerable to foreign imports.

If anything, higher wages and high rates of unionization are usually accompanied by high levels of capital investment, Karier points out in his study. These are characteristics of countries that have increasing productivity growth and economic competitiveness.

The study, titled Trade Deficits and Labor Unions: Myths and Realities, observes that Japan, West Germany and Canada accounted for 63 percent of the $120 billion merchandise trade deficit that the United States ran up in 1988. All three had higher rates of unionization than the 18 percent mark in the United States.

Japan, with 32 percent of its workforce organized and the average manufacturing hourly pay scale just pennies below the U.S. rate of $13.90, rang up a $52 billion surplus in trade with the United States.

West Germany, with 42 percent of its workers in unions and the manufacturing wage average nearly $5 more an hour than in American factories, posted a $12 billion surplus in U.S. trade.

Canada, with 36 percent of the workforce organized and the factory pay comparable to the U.S. rate, had an export edge of nearly $12 billion.

Karier notes the U.S. position in international economics has declined at the same time that union representation has dropped to a 40-year low and is the lowest of any industrialized nation.

Jobless rate at 6.2 percent as more workers drop out

By John R. Oravec

More than 7.7 million workers were unemployed in January as layoffs and shrinking job openings bumped the jobless rate to 6.2 percent. But even for the employed wage earners, the average workweek dropped by a half-hour to 34.1 hours as the economy continued to slide, the Bureau of Labor Statistics reported.

The recession cut deeper into better-paying construction and factory jobs as the unemployment rate climbed to its highest level in more than three-and-a-half years.

Based on the BLS household survey, total civilian employment fell by 650,000 last month, while 540,000 workers dropped out of the labor force as the prospects of finding a new job dimmed further.

Since June, unemployment has shot up by 1.2 million as the jobless rate rose from 5.3 percent, including 0.1 percent from December. But AFL-CIO chief economist Rudy Oswald warned that the January data are substantially weaker than the slight over-the-month percentage change implies.

By counting the 1.5 million discouraged workers who have dropped out of the labor force, as well as 5.5 million involuntary part-time workers on top of the 7.7 million officially jobless, Oswald noted that 14.7 million are affected by partial or total unemployment.

Based on state unemployment insurance reports and BLS data, 8.6 million workers were counted as jobless before seasonal adjustment. Yet, only some 4 million were eligible to collect unemployment compensation, leaving 4.6 million out of work and without benefits.

Payroll employment dropped by 230,000 in January after a decline of 150,000 in December, the BLS survey of non-farm establishments showed.

Construction workers lost 155,000 jobs last month — some of the losses stemming from weather conditions. With the severe building slowdown in 1990, the industry has lost 450,000 jobs since last May.

Manufacturing employment dropped by 70,000 in January, continuing the downturn that started early in 1989, and has resulted in the loss of about 1 million factory jobs.

BLS said there were large losses in construction-related industries — lumber and wood products, furniture and fixtures, as well as stone, clay and glass products. Also severely affected were auto-related jobs — assembly lines, parts and fabricated metals.

In the services sector, job losses came in wholesale trade, finance, insurance and real estate, as well as in local, state and federal governments. Small gains were posted in transportation, retail trade and health care.

Several large states reported sharp increases in unemployment last month. Heading the list was Massachusetts, where the rate jumped from 7.3 percent in December to 8.6 percent in January. New York's rate climbed a full percentage point to 6.5 percent, while California listed more than 1 million workers on its jobless rolls as the rate rose 0.2 percent to 7 percent.

Nearly 100,000 auto workers remained on temporary layoff in January as automakers shutdown production lines because of slumping car sales. But with the combination of jobless compensation and negotiated supplemental unemployment benefits, laid off UAW members are drawing up to 95 percent of their regular pay.

Meanwhile, General Motors Corp. announced early in February it would slash 15,000 white-collar jobs by 1993, starting with a cuts of 6,000 salaried workers this year. And Hughes Aircraft, a unit of General Motors, announced plans to cut up to 2,000 jobs over the next two years. It said most of the reductions would be at the company's missile system division in Tucson, Ariz., where some 5,500 workers are employed.

Pan Am Corp. announced that it will cut 4,000 jobs, or 15 percent of its workforce, including 1,400 workers who are scheduled to move to United Airlines as part of the $290 million deal to sell the carrier's London routes. Pan Am officials said 900 of the 1,400 workers would be transferred to United, but the other 500 jobs would be eliminated.

USAir also announced a new wave of job cuts, idling 3,585 employees as it shut down four of its 12 flight bases, a maintenance facility and a reservation office. The airline said all job sectors would be affected by the cuts.

Meany Center reaches out to West Coast

The George Meany Center for Labor Studies, in conjunction with the AFL-CIO Department of Education, is taking many of its labor courses to the West Coast.

A new western semester, to be offered during June at the Clark Kerr Campus of the University of California at Berkeley, will give West Coast labor leaders and staff members an opportunity to study labor courses in their back yard.

Five institutes from the center's core curriculum will be offered. They are: Organizing Techniques (in English and Spanish); Arbitration: Preparation and Presentation; Organization in the Construction Industry; The Craft of Negotiations, and Newswriting and Editing for Union Publications.

Robert Pleasure, director of the Meany Center, said the western semester provides access to union leaders who might not have a chance to travel to Washington.

In addition, the Department of Education will offer workshops in Teaching Techniques for Labor Education, Advanced Teaching Techniques, Labor in the Schools and One-on-One Coordinator Training, also in English and Spanish.

Education Director Dorothy Shields said previous enrollment clearly showed the popularity of the curriculum and "considering the exorbitant cost of travel and other expenses, we developed the Western Semester."

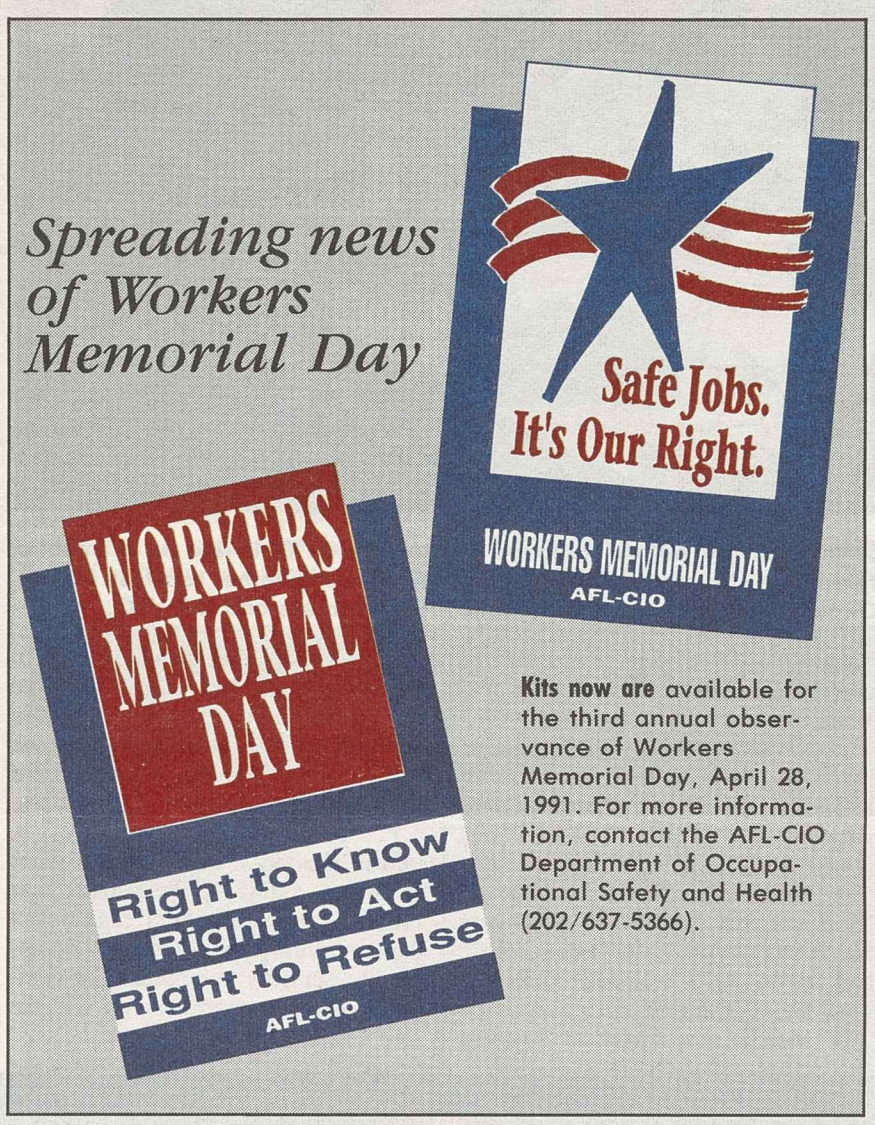
Staff from the AFL-CIO Education Department and the Meany Center will teach the courses.

Some 250 people are expected to study in the western semester program, according to Dave Alexander, senior staff associate at the Center.

Enrollment will be limited to elected or appointed staff and officers of AFL-CIO affiliated unions. First priority will be given to those applicants west of the Mississippi River.

Besides the University of California at Berkeley, other institutions that have provided assistance in establishing the program are UCLA, the University of Oregon, the University of Colorado and San Francisco Community College.

More information about enrolling in the western semester may be obtained by calling registration at the Meany Center at 301/431-6400.



1st annual Saul Miller Award to honor strikebreaker report

The Saul Miller Award, recognizing the best print labor reporting on a single issue, was announced by the AFL-CIO and the International Labor Communications Association.

The 1991 award is designated for reporting on the use of permanent replacement workers by employers bent on upsetting the balance of collective bargaining.

The first contest will recognize the labor press' effort to inform members about this issue and strengthen grassroots efforts to win congressional reform. The AFL-CIO has declared that the passage of the bill banning the use of permanent striker replacements is among its top legislative priorities.

Entries will be accepted from national, international, local and union regional publications. Publications must be, or become, members of ILCA at the time their entries are submitted. All work published between Jan. 1 and Dec. 31, 1991, will be considered.

Because it is part of the ILCA Journalistic Awards Contest, the official contest call will go out early next year. All printed material, news stories, columns, series, original photographs, cartoons and artwork may be entered in the competition.

The contest, a brainchild of Steelworkers Assistant Legislative Director Ken Kovack, is being coordinated by ILCA President Pat Ziska and Susan Dunlop, assistant to AFL-CIO President Lane Kirkland and former secretary-treasurer of ILCA.

Miller's career with the federation spanned 27 years, beginning as a reporter for the AFL News Reporter. He served as director of publications and retired as director of the Department of Information in 1982. Miller died in 1987.

Meanwhile, the ILCA announced its sixth biennial Film and Broadcast Competition for member-organization works first shown in calendar years 1989 or 1990.

The purpose of the contest is to increase interest and use of film, tape and audio resources now available in the labor movement, according to ILCA. Deadline for entries is May 1.

Categories include television programs produced at least six times a year, promotional spots and commercials, home videos, radio programs and promotional spots, slide shows and all other film or video productions.

For contest rules and entry form, write ILCA, 815 16th Street, N.W., Washington, D.C. 20006, or call (202) 637-5068.

Newsmakers

George E. "Jeep" Gilliland was elected president of the New Mexico AFL-CIO by a unanimous vote of the state federation's executive board. Gilliland, 48, will fill out the unexpired term of **Neal Gonzalez,** who retired Jan. 1. Gonzalez had headed the state central body for 24 years. Gilliland, a member of Sheet Metal Workers Local 49 in Albuquerque, served as the local's business representative from June 1980 to July 1989, and as president of the Bernalillo County, N.M., AFL-CIO from January 1985 to December 1988. He is currently chairman of the New Mexico Homeless Coalition and a member of the Governor's Task Force to Re-write the Construction Industries Act.

Susan Carey of Grand Blanc, Mich., has been appointed by Gov. **John Engler** (R) to represent worker interests on the state Employment Security Commission. Carey is executive secretary to UAW Local 599 President **David Yettaw.** She has worked for the local for 38 years, serving 10 presidents. She also organized Office and Professional Employees Union Local 393, which now represents UAW office staffers, credit union and school assistance workers and Saginaw County courthouse employees.

DEATHS

George E. Fairchild, secretary-treasurer emeritus of the Service Employees and a union activist since 1931, died Jan. 29 of cancer at Suburban Hospital in Bethesda, Md. He was 82.

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue, wrote to Fairchild's wife, Elaine, that "George was a good friend and staunch advocate of working men and women. To him, there were no jobs which natural law ordained as inherently low-paid and devoid of benefits and security."

Fairchild joined SEIU while working as a school custodian in Chicago, eventually becoming a local union organizer and officer. He was elected SEIU's secretary-treasurer in 1955, a post he held until his retirement in 1976. He served on the executive board of the AFL-CIO Secretary-Treasurers Conference.

Paul T. Russillo, a labor economist with the AFL-CIO's American Institute for Free Labor Development, died of heart ailments on Feb. 5 at Suburban Hospital in Bethesda, Md.

Russillo joined AIFLD in 1966 and was program director for Costa Rica and Colombia, where he lived from 1973 to 1979, and of Peru, where he resided in 1983 and 1984. He had served also as the acting director for Guatemala, Nicaragua and Honduras.

He served as the director of labor studies at the George Meany Center and was a lecturer and consultant there when he retired in 1989. He also had been director of the Education Institute in Front Royal, Va.

Thomas X. Dunn, a longtime labor lawyer, died Jan. 30 of cancer while on vacation in Fort Myers, Fla. He was 79.

Dunn, who retired in 1980, was general counsel to the AFL-CIO Building and Construction Trades Department and the Electrical Workers. He was a senior partner in Sherman, Dunn, Cohen, Leifer and Yellig.

Dunn served for 10 years after his retirement as a member of the U.S. Wage Appeals Board. He also served as co-chairman of the federal labor standards committee of the American Bar Association.

Resources

Nominations for 1991 inductees in the **Labor Hall of Fame** are being accepted through March 28, said Chairman W.J. Usery Jr. of the Friends of the Labor Department, which administers the project. Last year, the Labor Hall of Fame inducted the late UAW President Walter Reuther, industrialist Henry J. Kaiser, Sen. Robert F. Wagner and union pioneer Eugene V. Debs. Usery, a former secretary of labor, said nominations should be sent to the Labor Hall of Fame, Box 2258, Washington, D.C., 20013.

VIDEOS

The Labor Institute of Public Affairs is offering two videos especially for Black History Month.

A. Phillip Randolph is a five-minute video on the unveiling of the Randolph bust at Washington's Union Station. Randolph, a giant of the labor and civil rights movements, died in 1979. The tape is available to unions for $7.50 (VHS) and $25.00 (3/4-inch).

Union Yes: Apartheid No is a 10-minute video highlighting the visit of Nelson Mandela, anti-apartheid leader, to the AFL-CIO, a UAW rally in Detroit and AFSCME's convention in Miami. The tape is available to unions for $10.00 (VHS) and $25.00 (3/4-inch). To order these videos, call 800/242-UNION or write LIPA, 815 16th Street, N.W. Suite 206, Washington, D.C. 20006.

Unions gear up to support troops, families

Continued from Page 1

force behind "Desert Read," a project to ship books to U.S. troops in the Persian Gulf, and several other projects.

Through Desert Read, books are collected and boxed by volunteers at an Arlington, Va., warehouse. Then, under an arrangement with St. Johnsbury Trucking Inc., they are trucked by IBT members to a Pennsylvania military base, the first leg of the overseas journey.

The first load of 20,000 books was delivered to the base by IBT Local 557 member Ron Cain. Desert Read organizers hope to deliver as many as a million books to troops serving overseas. Paperback books can be sent to the Desert Read Project at 1201 Fern St., Arlington, Va., 22202.

Boosting spirits

Reading material of a different kind is a pet project of the Teachers, who are coordinating a letter-writing campaign in classrooms and workplaces across the country to boost the spirits of service members.

As part of this "Operation Pen Pal," AFT Local 3010 member Shirley Richter donated more than 200 cassette recorders that were shipped overseas by the AFT, so service men and women can record messages for home.

Union members wishing to join Operation Pen Pal can mail letters to: Any Service Member, Operation Desert Storm, APO New York, N.Y. 09848-0006. No packages will be accepted under this program, the AFT said.

For troops stationed on ships, write to: Any Service Member, Operation Desert Storm, FPO New York, N.Y. 09866-0006.

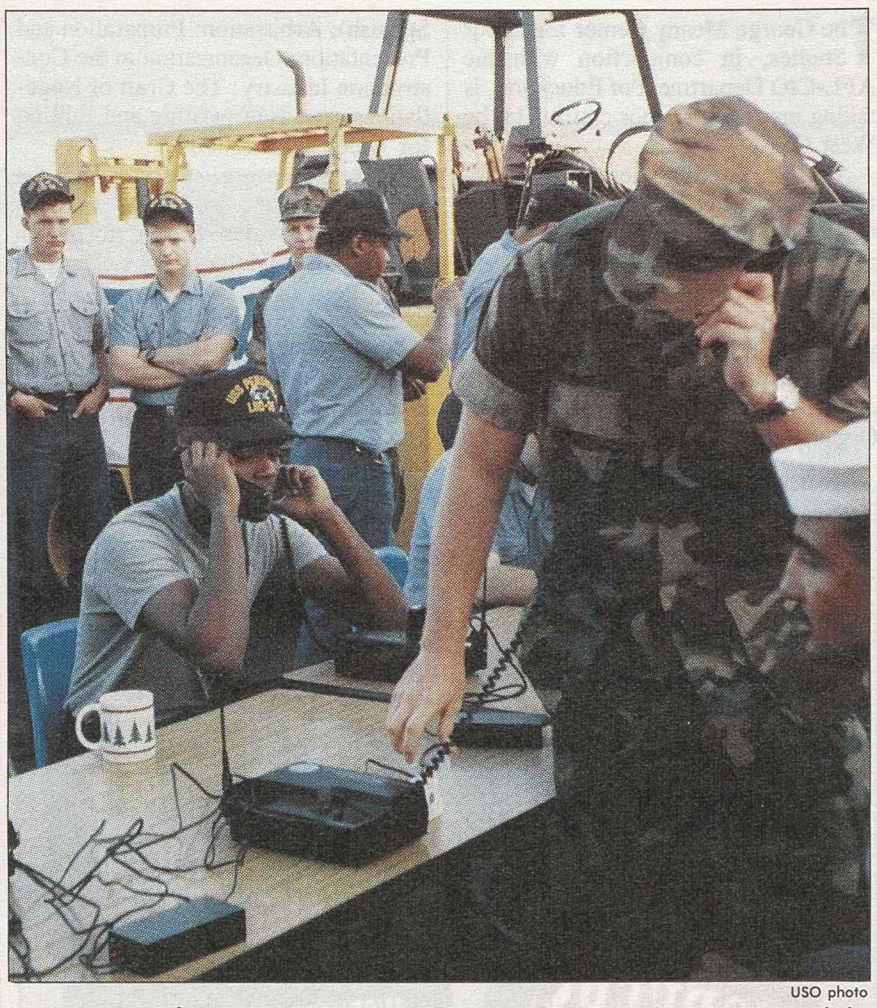
Meanwhile, service members overseas can keep in touch with their families back home through a project called "I'm Okay," which received a $50,000 donation from the Communications Workers.

CWA, in conjunction with the United Service Organizations (USO), is helping to supply mobile vans and cellular phones for troops on ships and bases in the Persian Gulf area. The union is encouraging local unions and members to contribute to the effort.

Other programs developed by unions and labor community services committees include:

- Members of the Pittsburgh Building and Construction Trades Council are making free emergency home repairs for families of soldiers serving in the Persian Gulf. Business representative Richard Stanizzo said the program will continue throughout Operation Desert Storm, with repairs made on appliances, plumbing, roofs, wiring and for other needs.
- In New York, OPEIU Local 153 is trying to ease the financial crunch facing many families from which a reservist has been called to duty in the Persian Gulf with a one-time grant of $500.
- In Albuquerque, N.M., members of the Teachers, Sheet Metal Workers, Communications Workers and AFSCME answered the phone bank during a local telethon that raised $36,000 for the Desert Storm Family Fund, to be administered by the United Way.
- Local unions locked out last year by International Paper Co. in Mobile, Ala. — the Paperworkers, Electrical Workers and Office and Professional Employees — held a special blood drive to replace one canceled at the local Air Force base when soldiers were mobilized for Desert Storm.
- Many local unions — including CWA, the Fire Fighters, Plumbers and Pipefitters, and Food and Commercial Workers — have volunteered to help the USO and other organizations in support groups, counseling and other projects for Desert Storm families.
- IBT Local 822 members in Hampton Roads, Va., collected good wishes from holiday shoppers on a huge Christmas card that was sent overseas. Signers paid $1 per signature, with proceeds donated to the Navy Family Services fund.
- CWA is working with "Operation Something from Home," encouraging local unions to make donations for care packages and supplies sent to troops overseas.
- Members of Clothing and Textile Workers Local 90 joined in "Operation Southern Comfort," a project to collect and deliver candy, cookies, books and other items overseas.
- Members of Chemical Workers Local 15 in Clarksville, Ind., in cooperation with the Colgate-Palmolive Co., collected donations for 120 cases of soap, plus 65,000 tubes of toothpaste and toothbrushes, that will be sent overseas.

For more information about ways to join in Operation Stateside and other programs aiding soldiers and their families, union members can contact their local union or central body community services committee, or community services representative with the Red Cross or United Way.



USO photo

Service men and women stationed in the Persian Gulf line up at mobile telephone stations and vans for free phone calls home, courtesy of "I'm Okay," a project of the Communications Workers and the USO.

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AFL-CIO NEWS

INSIDE

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The Daily News strikers agree on a super mediator and announced an expanded consumer campaign against the newspaper's Chicago-based parent Tribune Co.

3 ***Labor leads fight against trade pact***

AFL-CIO Secretary-Treasurer Thomas Donahue tells a Senate committee that a free trade agreement with Mexico will cost U.S. jobs and exploit already poor Mexican workers.

4 ***Public employees face tough talks***

Public employee unions preparing to bargain new contracts face tough negotiations as governments try to balance their budgets with layoffs, wage freezes and furloughs.

5 ***OSHA asbestos rules not strong enough***

The AFL-CIO and 12 affiliates assail proposed OSHA asbestos regulations because they don't adequately protect workers against many asbestos-related diseases.

9 ***N.J. pushes Shell off state turnpike***

New Jersey Gov. Jim Florio backs the AFL-CIO's boycott of Shell Oil by barring the oil giant from doing business on the state turnpike because of its policies in South Africa.

10 ***Union membership yields more pay***

Union members on the average make $119 a week more than nonunion members in wages. Employer-paid benefits for union members is about double that of other workers.

UNION YES

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AFL-CIO NEWS

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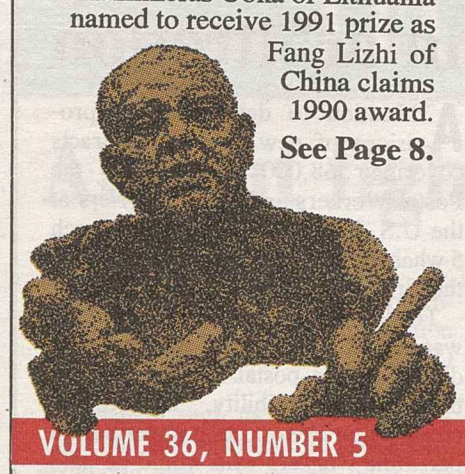
George Meany Human Rights Award

Kazimieras Uoka of Lithuania named to receive 1991 prize as Fang Lizhi of China claims 1990 award.

See Page 8.



Council adopts health care reform program

By Colleen M. O'Neill
Bal Harbour, Fla.

The AFL-CIO Executive Council, reiterating labor's decades-long drive for universal access to quality health care, called on Congress to enact legislation to establish a national system that covers workers and non-workers and incorporates Medicare and Medicaid.

The council statement recommended the establishment of a cost-containment program to include a cap on health expenditures, a capital budget and a federal authority to negotiate uniform reimbursement rates for all payers.

The federation also called for the creation of a national commission of consumers, labor, management, government and providers to administer the program.

While the AFL-CIO statement set out specific goals to achieve universal access, cost containment and administrative overhaul, it left open the kind of legislative package that could achieve those goals.

"We are not committed to any rigid single plan," AFL-CIO President Lane Kirkland said at a news conference following the unanimous council vote. "We are in a negotiating posture and we intend to approach it in a practical way, working with the leadership in the House and the Senate."

The council action was the result of a year of intense work by the 16-member AFL-CIO Health Care Committee, chaired by John J. Sweeney, president of the Service Employees.

Democratic leaders visiting the council during its mid-winter meeting — Senate Majority Leader George Mitchell (D-Maine), House Speaker Thomas Foley (D-Wash.), House Majority Leader Richard Gephardt (D-Mo.) and House Education and Labor Committee Chairman William Ford (D-Mich.) — all voiced concerns about the nation's crisis in health care.

Mitchell, saying that health care is one of the Senate's highest priorities, decried the "many thousands of human tragedies when families don't have health care." He urged an approach that

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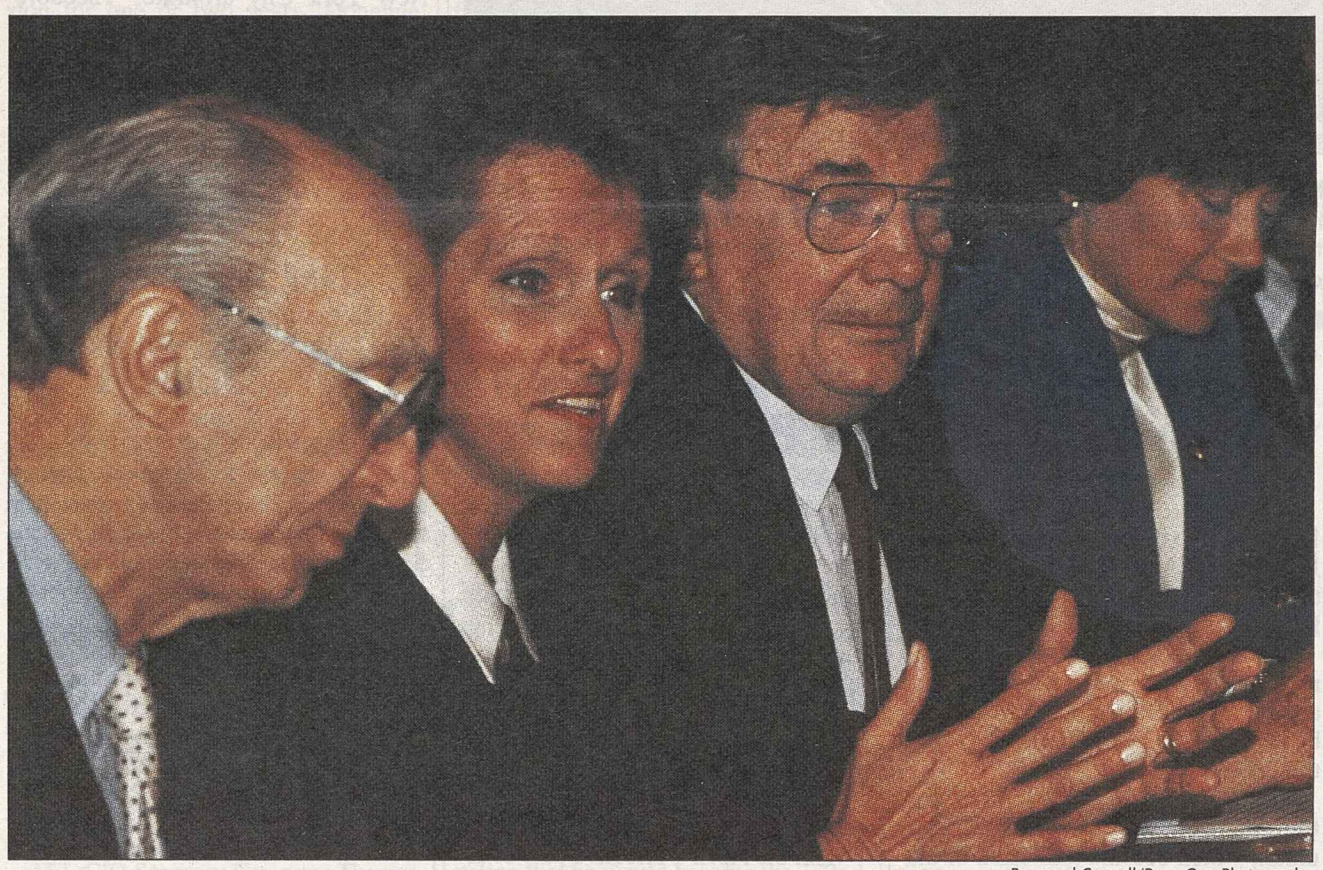


Raymond Crowell/Page One Photography

Labor Secretary Lynn Martin responds to concerns of Executive Council members on job safety and health hazards at the mid-winter meeting in Bal Harbour, Fla. From left, AFL-CIO Secretary-Treasurer Thomas R. Donahue, Martin, President Lane Kirkland and Vice President Susan Bianchi-Sand. **See Story on Page 5.**

All-out fight vowed to halt Mexico pact

By Michael Byrne
Bal Harbour, Fla.

Labor pledged to join with its environmental and consumer allies to fight the proposed U.S.-Mexico free trade agreement on every front — in the halls of Congress, in corporate board rooms and in the court of public opinion.

"What they propose is a fundamental restructuring of the economics of the North American continent," AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Executive Council. "The U.S. trade representative wants to do it in six months, keeping everyone in the dark, and then giving Congress no chance to debate or to alter the agreement."

Donahue warned that unless the federation and its allies can get the proposal off the "fast track," the administration can ram through an agreement that will expand the maquiladoras, "which is an absolute disaster for workers in the United States and Mexico."

In its statement opposing the proposed agreement, the Executive Council pointed to the maquiladoras as a model of what would happen throughout Mexico under a free trade agreement. In the maquiladoras, U.S.-owned plants operate inside Mexico along the border and produce goods exported back to the United States.

Hundreds of thousands of American jobs have been lost to the maquiladoras, which offer Mexican workers bare subsistence wages and generate air pollution and toxic waste that are among the worst in the world, the statement said.

"The maquiladoras have flourished because U.S. companies have seen an opportunity to pay Mexican workers a fraction of the wages that U.S. workers receive, and to evade the standards for

Continued on Page 3

Striker replacement bill urgency stressed

By Michael Byrne
Bal Harbour, Fla.

Declaring that the integrity of the collective bargaining system is at stake, the AFL-CIO called on Congress to pass legislation that would ban the use of "permanent replacement" workers to break strikes.

"A judicially created loophole in the law provides that although it is illegal for an employer to discharge workers for engaging in a legal strike, it is lawful to 'permanently replace' them," the Executive Council said in a statement.

"To workers, the distinction is meaningless," the statement said. "Whether fired or 'permanently replaced,' they have lost their jobs; and that subverts the legal protections of their trade union rights."

The judge-made loophole in the law, the council said, has had a "seductive" effect on many employers.

"For them, the opportunity to hire permanent replacements is an incentive to provoke strikes, to recruit a more pliant, non-union workforce, and to renounce any further employment relationship with their union workers," the statement said.

Citing the attempts by management to force strikes at Eastern Airlines, Greyhound, the New York Daily News and other companies, AFL-CIO President Lane Kirkland said labor is unified in its drive to gain legislation this year that would prohibit the practice of "permanent replacements."

"This is a very burning issue to unions, a deeply felt issue throughout the trade union movement," Kirkland told a news conference. "We see a great urgency to this legislation."

Kirkland stressed that by removing the threat of "permanent replacements," legislation would restore a climate in which collective bargaining would work as it was intended under federal law, thereby reducing the number of strikes.

"Believe me, unions are always reluctant to strike," he said. "A strike is not a trip to Disneyland. It involves

Continued on Page 3

High court examines hospital unit rule

By James B. Parks

Unions prepared for a more hospitable climate for organizing health care workers as the Supreme Court finally began hearing oral arguments on a National Labor Relations Board rule creating eight appropriate bargaining units in acute care hospitals.

The AFL-CIO, in a joint brief prepared along with the AFL-CIO Building and Construction Trades Department and the American Nurses Association, argued that the NLRB had the authority to create the eight units rather than having to consider bargaining unit petitions on a case-by-case basis.

The AFL-CIO said the union election system set up by the National Labor Relations Act could not work if each petition for bargaining rights had to be decided individually.

If bargaining units varied from employer to employer within a given market, the federation argued, employees would not be able to eliminate wage competition through collective bargaining.

U.S. Deputy Solicitor General David L. Shapiro, arguing for the government, agreed. "One of the great strengths of the administrative process is that agencies are able, through the promulgation of rules, to narrow and define the scope of the issues for adjudication. The regulation challenged in this case is an example of the working of this process at its best."

"The hospitals have tied up this process long enough," said Paul Booth, AFSCME's field services director. And Jerry Shea, director of the Service Employees' health care division, said "the NLRB's case is as strong a case as they can have and we look for a positive outcome from this court."

The American Hospital Association appealed a U.S. 7th Circuit Court of Appeals ruling that upheld the NLRB rule. Concerned that union representation of segments of its members' work force could prove contagious, the AHA is pressing for broader bargaining units that include dissimilar job classifications. Mixing and rearranging units with disparate job descriptions is a well-known scheme of managements bent on "union avoidance."

The NLRB rule followed two previous court decisions, known as St. Francis I and St. Francis II, and provided eight categories for union units — registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other non-professionals and guards.

If the court upholds the rule, the number of bargaining units in practice normally would be less than eight. A union would be able to seek representation rights for a combined unit, except for the guards.

But the decision on the number of bargaining units would be made by the workers and the unions.

Postal Service contract snag in arbitration

Arbitration to determine the provisions of new national contracts covering 568,000 members of the Postal Workers and Letter Carriers at the U.S. Postal Service begins March 5 when the five-member panel meets for the first time.

The key issues for the unions remain wages, job security and working conditions, while postal management, in the name of "flexibility," is seeking to create a new classification of permanent part-time workers who would be paid less than full-time career employees and receive little or no benefits.

Under the terms of the arbitration agreement reached by the two sides, the panel is to report its binding award on a new national contract within 45 days after arbitration begins, subject to extension by the impartial arbitrator, Richard Mittenthal.

Mittenthal was selected by the two sides as the impartial member of the five-person panel. Mittenthal, 64, is a member and former president of the National Academy of Arbitrators and has served as national-level impartial arbitrator under Postal Service contracts with the two unions since 1979.

Other members of the panel are: NALC General Counsel Bruce Simon; New York City arbitrator Theodore Kheel for the APWU (Kheel most recently has served as an adviser to the unions involved in the New York Daily News strike); Joseph Mahon, assistant postmaster general for the USPS, and Peter Nash, a private attorney.

The previous national postal agreement ended last Nov. 20, when the two sides bargained up to the contract's expiration. The APWU and the NALC formed the Joint Bargaining Committee to coordinate their negotiations, but both are bargaining separate contracts with the USPS.

Mail Handlers accord

Meanwhile, the Mail Handlers Union, a division of the Laborers, reached a tentative three-year settlement for its 53,000 members. Mail Handlers President Glenn Berrien said the proposed accord would protect members' jobs and cost-of-living adjustments, while guaranteeing its members continue to pay less for health insurance than other federal workers. The accord contains lump-sum payments in place of regular pay raises.

NALC President Vincent R. Sombrotto and APWU President Moe Biller criticized the Mail Handlers' tentative package and said it could "undercut" the arbitration process for their unions.

Air traffic union gets FAA to ease rule on diabetics

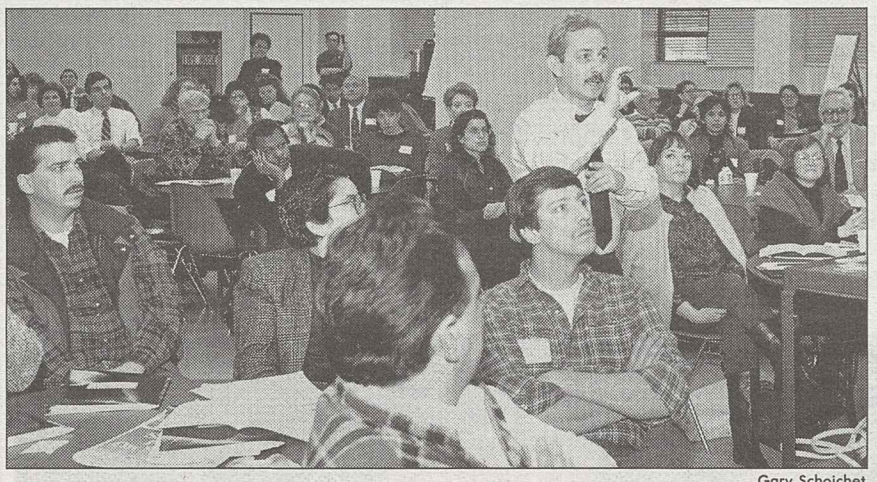
The National Air Traffic Controllers Association won medical reconsideration for insulin-dependent diabetic controllers who have been medically disqualified by the Federal Aviation Administration.

In settling a grievance against the agency, the union got the FAA to agree to obtain the counsel of a panel of five eminent endocrinologists, who will advise on the "appropriateness, efficacy and safety" of a policy requiring individual determination of the medical qualifications of insulin-using employees to perform the duties of an air traffic controller.

The union's grievance had charged the FAA's blanket disqualification of insulin-dependent diabetics violated the Rehabilitation Act, which bars discrimination on the basis of a physical handicap that is not "disqualifying for the position."

NATCA President R. Steve Bell said, "This is an enormous victory for the diabetic controllers, NATCA and those individuals who have found themselves the victims of arbitrary and capricious discrimination because of a physical disability."

Bell said the union wants the FAA to deal with the controllers on a case-by-case basis. "The settlement maintains the safety of the air traffic control system and re-inforces the controller's safety net. That is fairness and balance."



Gary Schoichet

New York area union conference promoting outreach efforts to deaf and hearing-impaired members is addressed by Tom Gradnauer of Communications Workers Local 1033, who is deaf. Representatives of 30 AFL-CIO-affiliated locals participated in the sessions.

7,000 former cement union members vote to affiliate with Paperworkers

Nashville, Tenn.

Delegates to the Independent Workers of North America merger convention here voted by a 9-1 margin to affiliate with the Paperworkers.

The AFL-CIO Executive Council, meeting last week in Bal Harbour, Fla., approved the affiliation agreement that brings the 7,000 IWNA members into the 240,000-member UPIU.

The IWNA had its roots in the Cement, Lime and Gypsum Workers union, which became a division of the Boilermakers in 1984. But a number of the former Cement Workers locals formed the IWNA in 1986.

In welcoming the new members, Paperworkers President Wayne E. Glenn said, "This affiliation is a reminder that in unity there is strength. We are impressed by the dedication of this group of trade unionists who have struggled so much over the years."

Retiring IWNA President Richard Northrip called on the IWNA members to "support your new officers and staff. Our organization has come farther than we ever thought we could."

With the April 1 effective date of affiliation, six IWNA officers will join the UPIU staff as international representatives and organizers.

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LEGISLATION

All-out fight pledged on trade pact

Continued from Page 1
occupational safety, workers' compensation, and environmental protection that are required here,'' the AFL-CIO said.

Donahue said the federation has asked the administration to provide an economic impact statement on a free trade agreement with Mexico, but has been given little satisfaction. A study conducted for the Senate Finance Committee by the International Trade Commission was rife with misinformation, he said.

''The study said that unskilled U.S. workers are likely to 'suffer a slight decline in real income.'''

But the AFL-CIO was told those ''unskilled workers'' make up 57 percent of the working population, ''and I would suggest that 'slight decline' is a very rosy scenario.''

Playing for time

The current fast-track authority expires Feb. 28, but the administration has indicated that it will request an extension for one or two years, Donahue said, including an extension to complete the stalled negotiations on the General Agreement on Tariffs and Trade (GATT).

Donahue called for AFL-CIO affiliates to join in a massive program of communication to arouse public sentiment against the fast-track process, and to force a full debate on the proposal in Congress.

Donahue reported on the Coalition for Justice in the Maquiladoras, which includes 42 environmental, consumer, labor and community action organizations that is ''trying to educate the public about the conditions in the maquiladora plants, and to correct those conditions.''

''The coalition has submitted stockholders resolutions to 10 major corporations operating in the maquiladoras, and is calling on these companies to adopt standards of conduct,'' Donahue told the council.

AFL-CIO Vice President Owen Bieber of the UAW, noting that two of those 10 corporations are Big Three automakers General Motors and Ford, called for an attempt to form partnerships with corporations who would be adversely affected by low-cost competition south of the border.

''The Japanese would be the big winners of this free trade proposal,'' Bieber said. ''Chrysler, which didn't produce a single car last week, wouldn't be able to find the capital to set up shop down there. It would be the Japanese who would move in and build plants to compete with American automakers.''

AFL-CIO President Lane Kirkland urged Secretary of Labor Lynn Martin to impress upon the Bush administration labor's ''deep apprehension and concern of the breakneck pursuit of this free trade agreement. There are very serious issues to be resolved before we attempt to create a common market between the United States and Mexico.''

The lobbying campaign ultimately will end in the halls of Congress, where Senate Majority Leader George Mitchell (D-Maine) told the council that there is not a strong sentiment to oppose the administration's plans.

However, House Majority Leader Richard Gephardt (D-Mo.) and Rep. William Ford (D-Mich.), chairman of the House Education and Labor Committee, indicated they would try to derail the fast-track process, and House Speaker Thomas Foley (D-Wash.) urged the labor leaders to lobby members of the House Ways and Means Committee and the Senate Finance Committee, which have jurisdiction on the issue.

Donahue interrupted his work with the Executive Council to travel to Washington, where he testified against the proposal before the Ways and Means Committee on Feb. 21. Comparing the ''fast-track'' U.S.-Mexico proposal with the European Community common market plan, which began in 1958 and will be concluded next year, Donahue noted:

''The Europeans are working to establish a Social Charter to protect workers in the 1992 single market. The charter would include rights to collective bargaining, vocational training, health and safety protection and minimum wage.

Protections lacking

''The administration and the Mexican government resist any such protections in the U.S.-Mexico arrangements,'' Donahue continued. ''Also, it has been reported that the Mexicans have taken environmental issues off the table.''

Donahue also pointed out that the European Community has a huge assistance program that will spend at least $68 billion over the next four years to narrow the gap between the richest and the poorest regions, while no such fund is available in any proposed U.S.-Mexico common market.

In a North America free trade zone, Donahue noted, ''Mexicans would make up 85 million of the 360 million people in the area — almost 25 percent — but the Mexican GNP per capita is less than 10 percent of the average.''

A free trade agreement with Mexico, Donahue said, ''is a device for the rich to get richer and the poor to get poorer.''

Action urged to ban strikebreakers

Continued from Page 1
sacrifice for workers. It is a last resort when the effort to achieve agreement fails, and it is designed under those circumstances to bring the other side back to the bargaining table.''

AFL-CIO Secretary-Treasurer Thomas R. Donahue, who chairs a steering committee for the legislation that includes Industrial Union Department President Howard D. Samuel and Legislative Director Robert M. McGlotten, said the federation is seeking to restore the balance in negotiations.

Donahue, who appeared with representatives of striking Daily News workers at a news briefing on the issue, cited a litany of disputes egged on through the use of ''permanent replacements'' — from Magic Chef and International Paper to Greyhound and the Daily News.

''Strikes are being prolonged by this practice,'' Donahue said. ''The threat of 'permanent replacements,' whether expressed or implied, has a stultifying effect on negotiations.''

Donahue said the recent trend toward increased use of these replacement workers shows that ''employers see in it an opportunity to change the system, to defeat the choices made by workers to choose their collective bargaining representatives and to replace their employees with lower-paid workers.''

Democratic leaders visiting the Executive Council expressed support for the legislation, with House Majority Leader Richard Gephardt (D-Mo.) stating that he would become the 192nd co-sponsor of the House bill. Rep. William Ford (D-Mich.), chairman of the House Education and Labor Committee, later brought word that another member had agreed to co-sponsor the legislation, bringing to 193 the number of House co-sponsors.

Volunteer sponsors

''Four of those co-sponsors are Republicans,'' Ford pointed out. ''And all of the members who agreed to co-sponsor the legislation came to us, showing that your efforts are having an impact. There has been no arm-twisting involved.''

House Speaker Thomas Foley (D-Wash.) pledged to push the Striker Replacement Bill, predicting unequivocally that the legislation would pass the House and be sent to the Senate. ''If there is a veto, then we could have a problem,'' he said.

Senate Majority Leader George Mitchell (D-Maine) also promised to work for the legislation. But he warned that labor would have to add its many voices to the lobby to convince many senators of the need for the legislation.

Working against the bill's supporters in the Senate, Kirkland noted, are Senate rules that allow a filibuster. ''If the opposition elects to use that device, we will need 60 votes to end debate,'' he said. ''That is a bit more difficult to achieve, but we intend to do our level best.''

To facilitate the education process on the legislation, the AFL-CIO is mounting an extensive mass mailing to 300,000 trade unionists in 21 states, McGlotten said. Members will be urged to write or phone their congressional representatives seeking support for the bills.

Kirkland will testify during hearings on the House bill March 6. McGlotten said the bill will be marked up in committee March 14, with action by the committee expected in late April. The legislation should be considered by the full House in June. The Senate has scheduled a hearing on the legislation April 9.

''A democracy that fully respects freedom of association, the right to form unions, and the right of working people to withhold their labor should enact those bills,'' Kirkland said.

Capitol Digest

An AFL-CIO-backed construction safety bill has been introduced in the House by Rep. Joseph Gaydos (D-Pa.). The bill, H.R. 1063, would establish a wide range of on-site safety regulations in an industry where some 2,500 workers are killed on the job each year and tens of thousands more are seriously injured and disabled.

The bill calls for the property owner or a designee to be responsible for health and safety, including reporting and record-keeping duties, and requires a safety and health plan. Each employer would be required to have a ''competent'' person responsible for inspecting sites, training workers and eliminating hazardous conditions.

H.R. 1063 calls for the establishment of an Office of Construction Safety, Health and Education within OSHA to focus on the safety problems in the industry. The legislation has 28 co-sponsors and a similar Senate bill is expected to be introduced in April.

In other Capitol Hill action:

CRIMINAL PENALTIES — Legislation calling for a 10-year prison sentence for willful OSHA violations that result in a worker's death was introduced in the Senate. The bill, S. 445, would also impose up to five years in prison for violations that cause serious injury.

FUEL EFFICIENCY — The UAW told a Senate subcommittee that, while it supports several provisions of a new motor vehicle fuel efficiency bill. The increases called for in S. 279 would require significant changes in the kinds of automobiles and light trucks the manufacturers produce, which could lead to plant closings and job loss for workers in those plants and in related industries.

FEDERAL WORKERS — The AFGE urged House and Senate committees to amend the 1989 Ethics Reform Act, which forbids all federal employees from accepting writing or speaking fees even if their topic is unrelated to their work. The act, aimed at members of Congress and other high-ranking officials, violates the First Amendment rights of most government employees, the AFGE charged. The prohibition is so broad that a government worker could not accept payment for an article or speech on gourmet cooking, golf or gardening. There are currently five bills in the House and Senate aimed at correcting the overkill in the original ban.

UNEMPLOYMENT INSURANCE — Unemployed workers from the East Coast called on the government to release some of the $8 billion in a special fund for extended unemployment benefits. Despite growing long-term unemployment, only two states have hit jobless levels that ''trigger'' such benefits. Witnesses told the House human resources subcommitee that the current trigger is unrealistic. Rep. Thomas Downey (D-N.J.) said he expects to introduce legislation reforming the unemployment insurance shortly.

UNION NEWS

Home mortgage plan joins Union Privilege benefits

By Colleen M. O'Neill

Union members buying a home now can do it more easily while saving money through the Union Privilege Benefit Programs.

The Union Privilege mortgage/home buyers program was to go into operation March 1, UPBP President David Silberman told the AFL-CIO Executive Council. He also announced changes in the Union Privilege MasterCard program.

The mortgage/home buyers program offers many special services and features for union members and their families, Silberman said. A number of affordability enhancement features are in the works, including 5 percent down payments as well as the availability of no-point loans and a first-time home buyer program.

The first-time buyers' program is being developed to allow persons who have been union members for at least three years, with a household income of no greater than 115 percent of the median (as determined by HUD), to put down only 3 percent of the purchase price. And the additional 2 percent would come in the form of a bank loan.

"This program will allow our subscribing members and their families to qualify as buyers more easily," Silberman said. "Many of those previously unable to buy their own home have been priced out of the market because they don't have the necessary down payment."

Another key feature of the program, Silberman said, is that the servicing of mortgages will never be sold. PHH US Mortgage Co. will continue to receive monthly payments and service escrow accounts, even though the mortgages might be sold and resold on the secondary market. The AFL-CIO Housing Investment Trust also is slated to participate.

Other aspects of the home buyers' program are:

- Mortgage counselors to help members on an individual basis.
- Telephone applications.
- Notification of refinancing opportunities.
- Closings at the time chosen by the member.

Final investigations are under way on strike insurance for mortgage holders, as well as the establishment of an interest-free loan fund to cover mortgage payments during layoffs or disability. Only union members are eligible for those programs.

UPBP officials also said work was under way on reduced-rate homeowners' insurance and mortgage life insurance.

Except as noted, all aspects of the program are available to members of subscribing unions, their parents and children. A toll-free telephone number will be available to members of participating unions, UPBP officials said.

The new features of the Union MasterCard Program include the participation of the Amalgamated Bank of New York, owned by the Clothing and Textile Workers, in a secured credit card program to begin this spring.

Silberman said the secured card and the companion "credit-builder" card would broaden the availability of a union MasterCard.

The credit-builder card is designed for members with a limited credit history. It features a higher interest rate (prime plus 8.4 percent) and a $20 annual fee for two years. After that, there is an automatic graduation to a regular union MasterCard with no annual fee and a lower interest rate.

Silberman said Union Privilege projected that 7 percent of members unable to directly qualify for the union MasterCard would be able to take advantage of the program.

The secured card will assist members who can't qualify because of prior credit problems, he said. With a secured card, the member makes a minimum deposit of $250 and receives a credit line equal to that deposit.

Additional features include a $20 annual fee, 18.9 percent interest rate, a grace period, interest on deposits and an automatic graduation after two years to a regular union MasterCard.

Other changes in the MasterCard program include the union bug on all cards, corporate or corporate-guaranteed cards and custom-designed or union-identified cards for a greater number of participating members.

Members should check with their unions to see whether they are subscribers to the program.

Council presses rail carriers to end bargaining stalemate

Bal Harbour, Fla.

The AFL-CIO commended railroad unions for their "dedication to the national interest" during the Persian Gulf War, citing their success in getting major rail carriers to agree to a 60-day extension of the cooling-off period.

The Executive Council also reaffirmed its "solidarity with rail labor in its struggle for justice and fairness" in the current round of bargaining, which has been fruitless for three years.

Pointing out that the negotiations "have seen little in the way of good faith on the part of the rail carriers," the federation urged both sides "to strive toward a mutually acceptable agreement through good faith collective bargaining."

Since negotiations began in 1988, rail workers have gone without a wage increase, while the carriers have posted "unprecedented profits," the council said. And yet, rail management continues to insist on numerous concessions and is demanding its employees pick up all or part of the expected increase in health care costs.

Both labor and management had rejected the recommendations of a Presidential Emergency Board, thereby freeing the unions to strike on or after Feb. 14, as provided by the Railway Labor Act, the council noted.

Rail unions, the council stressed, did not want the dispute to affect in any way the ability of U.S. forces to carry out their combat mission at this critical stage of the Persian Gulf War. They persuaded the rail carriers to extend the cooling-off period to April 17.

The unions' agreement not to strike, however, does not modify their rejection of the emergency board's recommendations, and it is conditioned on a commitment from rail management that it will begin bargaining in good faith to resolve the dispute fairly and equitably, the council said.

Transportation Communications Union President Richard I. Kilroy told congressional leaders that the rail stalemate may yet end up in the hands of Congress.

Kilroy told the council that the three-year bargaining effort by the 11 rail unions to gain new contracts was among the issues discussed during the executive council meeting of the Transportation Trades Department, which he heads and which marked its first year in operation.

The department also focused on the impact of deregulation on the airline industry, Kilroy said, and received a presentation from Roland Mross, deputy administrator of the Urban Mass Transit Administration, on the Bush administration's proposed reauthorization of the highway/mass transit programs that expire Sept. 30.

Funding was approved for research into the current status of the worker injury compensation systems that cover the general work force, rail employees and harbor and maritime workers.

The TTD set as its legislative priorities the enactment of legislation on striker replacement, highway/mass transit reauthorization, health care reform, flight attendant work hours, health and safety regulations, hazardous materials, drug and alcohol testing, unemployment insurance, whistleblower protections and regulatory reform of various modes of transportation.

Walter Shea, chairman of the TTD's Intermodal Surface Transportation Subcommittee, reported on the subcommittee's efforts to identify both the problems and opportunities related to intermodalism — the integration of various transportation modes into one operation.

Steve Yarmola/AFL-CIO News

House Majority Leader Richard Gephardt (D-Mo.) addresses the Maritime Trades Department executive board. At right is MTD President Michael Sacco. Executive Secretary-Treasurer Jean Ingrao and Air Force Gen. H.T. Johnson, commander of the U.S. Transportation Command.

Maritime Trades urge overhaul of U.S. shipbuilding, cargo policies

Bal Harbour, Fla.

The Maritime Trades Department endorsed a number of issues outside of the maritime industry, ranging from supporting striker replacement legislation to construction safety. It issued more than a dozen statements addressing economic, social, legislative and health issues.

However, the MTD executive board held fast to traditional concerns in addressing domestic shipping policies, tariffs, cargo preferences and shipbuilding.

The MTD is urging the Bush administration to restart a domestic shipbuilding promotion to help stimulate commercial vessel construction as well as to provide additional shipping assets in times of national emergency.

"Commercial shipyards are an endangered species in this country," an MTD statement said. "Between 1978 and 1990, approximately 52,000 shipbuilding and repair jobs were lost in the United States."

In related issues, the MTD asked the Bush administration to address problems in the domestic shipping policy.

"Year after year, the domestic shipping statutes come under attack, either directly with calls for outright repeal, or indirectly through waivers and exemptions that effectively whittle away their integrity," the MTD said.

Other statements pressed the administration to reaffirm its commitment to the U.S. merchant fleet and its crews through cargo preference laws.

Speakers at the MTD meeting included AFL-CIO Secretary-Treasurer Thomas R. Donahue, Communications Workers President Morton Bahr, UAW President Owen Bieber, Machinists President George Kourpias, Mine Workers President Richard Trumka and Transportation Communications Union Vice President Jack Otero.

Also addressing the meeting were Democratic Sen. Charles Robb of Virginia and Rep. Richard Gephardt of Missouri, as well as Air Force Gen. H.T. Johnson, commander of the U.S. Transportation Command.

EXECUTIVE COUNCIL

Martin pressed on need for OSHA reform

By Michael Byrne
Bal Harbour, Fla.

New Secretary of Labor Lynn Martin's introduction to the labor movement, in a friendly but pointed meeting with the AFL-CIO Executive Council, was a primer in workplace safety and health.

"Quite a number of members of the council very forcefully addressed a variety of occupational health and safety issues," was the way AFL-CIO President Lane Kirkland described the session to the news media.

Martin, who would be sworn in formally as the 21st secretary of labor two days later, received a series of questions and comments addressing labor's concerns about inadequate protections for workers on the job. She listened, took notes and promised to study the situation.

Although noncommittal, Martin said she brought a specific message from John Sununu, White House chief of staff. "The message is: 'let's talk.' The door is open. Together we can make some changes needed in this country for workers."

Among the foremost changes needed, council member after member stressed, is enforcement and reform of the Occupational Safety and Health Act. Paperworkers President Wayne Glenn noted that 1,148 OSHA inspection jobs had been eliminated during the Reagan administration and that Martin's predecessor, Elizabeth Dole, had restored only 150 of that number.

'Enforce the law'

"First of all, we need you to enforce the law," Glenn said. "But secondly, we need your department to stop caving in to employers. OSHA announces a fine and then their lawyers meet with OSHA lawyers and negotiate it way down. We believe that unions need a place at the table during those negotations."

Lenore Miller, president of the Retail, Wholesale and Department Store Union, elaborated, noting that Cargill Poultry was cited for 149 willful violations of safety standards, "in which women, mostly single and black, are standing so close together that they cut each other while deboning chicken," and were fined only $250,000. "Now they're trying like hell to get that reduced."

The point was taken up by Sigurd Lucassen, president of the Carpenters, who noted that these downgraded settlements are not fair to the workers whom the act was designed to protect.

"In most cases, these inspections are not initiated by OSHA but by complaints that we bring to you," Lucassen said. "There should be worker involvement because workers have first-hand knowledge of the safety problems."

Told by Lucassen that OSHA Director Gerard Scannell is on record favoring employee participation in the settlement reviews, Martin said she would confer with Scannell. But she voiced skepticism that she could change the process through an executive order, and indicated that the law might have to be changed.

Ray Crowell/Page One Photography

Susan Bianchi-Sand, president of the Flight Attendants, discusses with Secretary of Labor Lynn Martin the jurisdictional problem that has left AFA members without health and safety protection.

Change the law

Changing the law is a major legislative priority of the AFL-CIO, said Lynn Williams, chairman of the federation's Committee on Safety and Occupational Health. He told Martin that this April 28, which is both Workers Memorial Day and the 20th anniversary of the enactment of OSHA, labor would be focusing on the need for reform of the law.

"We hope that the Department of Labor will take a close look at what we would like to have changed and updated," Williams said.

In his report to the council, Williams noted that Scannell was briefed during a meeting with the committee in November on concerns about ergonomic hazards and the continuing problem of the exclusion of unions from settlement negotiations.

"We also discussed the possibility of administration support for legislative proposals on OSHA reform, which at this point, looks unlikely," said Williams, who predicted that a comprehensive OSHA reform bill will be introduced before April 28.

Communications Workers President Morton Bahr pressed Martin on ergonomic safety, noting that many workers are permanently disabled performing repetitive tasks. He urged her to review the transcript of testimony before the House subcommittee on employment and housing, chaired by Rep. Thomas Lantos (D-Calif.)

"I testified following four women, all in different industries — a catfish worker, a poultry worker, a rewrite editor and a checkout clerk — and all permanently disabled," Bahr said. "When asked how the repetitive motion disorder had affected her life, one woman said, 'I cannot even hug my grandchildren.'"

Flight Attendants President Susan Bianchi-Sand asked Martin to help resolve a jurisdictional dispute between the Labor Department and the Federal Aviation Administration, which effectively leaves her members without OSHA coverage.

And AFSCME President Gerald McEntee pointed out that his public employee members, deprived of national OSHA protections, have had to contend with patchwork remedies at the state level. He called for public employees to be covered under comprehensive OSHA reform legislation.

Successful seniors' political project will be expanded

By James B. Parks

The AFL-CIO congratulated union retirees who helped elect COPE-endorsed candidates in Florida in 1990 and made plans to expand that Florida Project to other key states in 1992.

A group of the seniors who played key roles in the Florida Project were introduced to the Executive Council at its meeting in Bal Harbour, Fla., where Vice President George Kourpias, president of the Machinists and chairman of the Committee on Older and Retired Union Members, noted that the project "engaged more retirees in our political program than ever."

The project, which was designed to increase the participation of union retirees in AFL-CIO political programs, produced a higher retiree voter turnout than ever and bolstered significantly the COPE programs of the Florida central labor councils, Kourpias said.

As a follow-up to better senior involvement in union activities, the AFL-CIO Community Services Department is conducting seminars to train retirees how to help other senior citizens who have health, social or financial problems, Kourpias reported.

One seminar is planned this month in York, Pa. Others were completed last week in Bethlehem and Johnstown, Pa., and last month in Jacksonville, Fla. The Jacksonville seminar was so successful that the department has assigned a community services liaison to coordinate training in Florida.

More seminars

Future seminars are planned for Orlando and Miami. AFL-CIO state federations in Ohio, Indiana, Texas, Alabama, and Illinois also are planning similar seminars. The AFL-CIO is surveying activity in central labor councils and the National Council of Senior Citizens clubs to avoid duplication.

The political success in Florida demonstrated the impact that seniors can have, Kourpias noted. Using the slogan "Retirees Make It Happen In 1990," the program played a key role in the victory of the COPE-endorsed candidate for governor, Democrat Lawton Chiles.

COPE-backed candidates won two closely contested congressional races and held or increased majorities in both houses of the state legislature.

Voters over age 60 cast one-third of the vote in the governor's race, with 58 percent voting for Chiles. Union members cast 7 percent of the vote, with 70 percent voting for Chiles.

The Florida project began last year after the Executive Council directed COPE to develop a pilot program to involve more seniors more closely in AFL-CIO political activities.

After Florida was selected as the pilot site, meetings were held in each AFL-CIO central labor council in the state with senior representatives from each affiliate and international unions. The NCSC also participated in the meetings.

Seniors were installed in each central labor council along with senior representatives of the A. Philip Randolph Institute and the Labor Council for Latin American Advancement. The seniors began working full time on the project Oct. 1.

Almost 50,000 retirees received a letter from AFL-CIO President Lane Kirkland asking them to volunteer for the program. Retirees staffed phone banks in the labor council offices and distributed printed material containing information, endorsements and candidates' positions on senior issues.

The program also targeted mailings for absentee voting.

Many unions participated

With the help of all the affiliates that participated in the organizational meeting, COPE increased its computer list of seniors in Florida from 60,000 to 87,000. This does not include a total of 40,000 mailings to their own retirees by the Teamsters, UAW, AFSCME and Ladies' Garment Workers.

COPE Director John Perkins and staff member Steve Protulis, who directed the Florida Project, said the federation will continue to support the developing program to assure that seniors make their voices heard.

The UAW, ILGWU and Machinists also contributed to the successful pilot, Protulis noted.

Rallies mark year of strike at Greyhound

Bal Harbour, Fla.

The AFL-CIO donated $25,000 to start a relief fund for the 9,000 Amalgamated Transit Union members who on March 2 passed their first year on strike against Greyhound. That date was marked by solidarity rallies in six cities across the country — Syracuse, N.Y., Atlanta, Milwaukee, Dallas, Denver and Portland, Ore.

The AFL-CIO Executive Council approved the fund and set up the rallies following the report of Steelworkers President Lynn Williams on the activities of the strategic approaches subcommittee he chairs.

Previous union contributions to the ATU had been solicited to help with administrative costs during the first year of the strike.

Williams also reported that activities at the New York Daily News included an "expanding corporate strategy encompassing other Chicago Tribune holdings and the board of directors" of the Tribune, which owns the Daily News.

"Solidarity among the nine unions at the Daily News has been rock solid for the four months of the Daily News strike," Williams said, noting that solidarity had brought management back to the bargaining table. Mediator W.J. Usery Jr. had met with all nine unions and management principals in talks William reported as "fruitless so far."

"That's quite a change for management from its Oct. 25 presumption that it would bust out the unions" soon after a strike started, Williams said. He also noted the labor solidarity in the seven months following the March 1990 expiration of the Daily News contracts, as unions thwarted management's attempt to force a strike.

Daily News negotiations

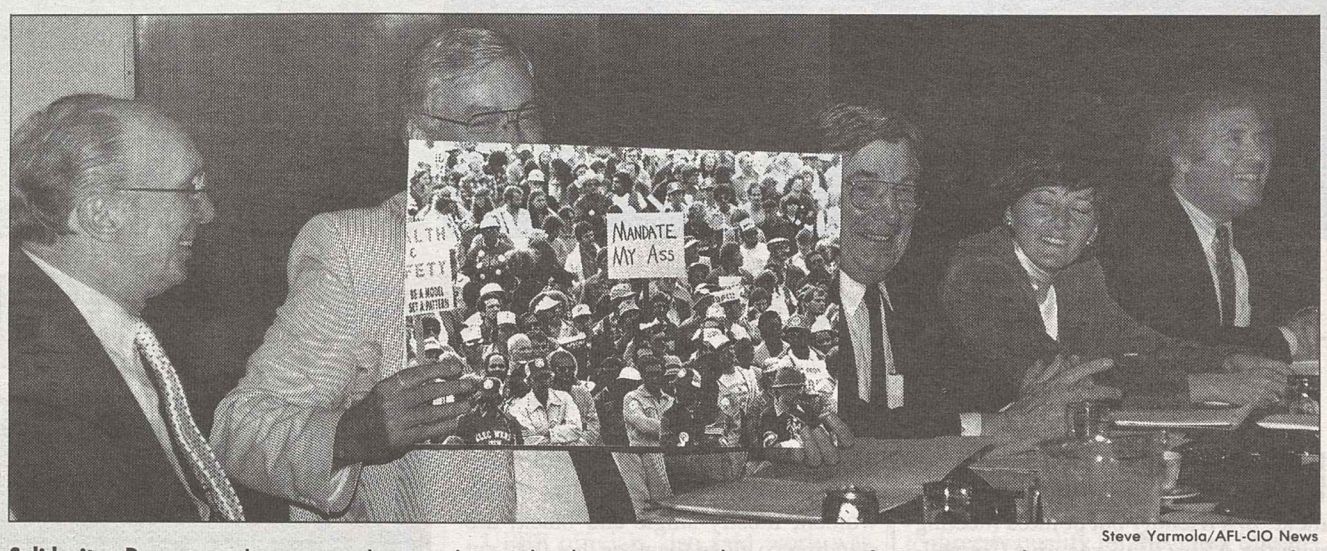
The nine striking Daily News unions selected the Graphic Communications members who are printing pressmen at the News as the first group to bargain. After several meetings, however, Usery announced that those talks would be postponed until Feb. 27. Daily News publisher James Hoge gave unions until today to grant concessions or he said he will decide whether to close the paper.

Williams reported on continued community services support for the Machinists following the suspension of operations at Eastern Airlines, a major Strategic Approaches Committee project for the past two years.

The strategic approaches method was created as a part of the AFL-CIO Committee on the Evolution of Work in 1986 to be a coordinating vehicle for federationwide support of unions who ask for AFL-CIO help in collective bargaining crises.

It was immediately invited to become involved in the USX strike that year and has coordinated AFL-CIO efforts in strikes by the NFL Players Association, Broadcast Employees at NBC, Actors' Equity and Musicians with recording companies, Communications Workers and Electrical Workers at AT&T and Mine Workers at Pittston, in addition to the Eastern, Greyhound and New York Daily News efforts.

Checks to the new fund for ATU members should be made out to Fairness for Grayhound Strikers Inc., 1140 Connecticut Ave. N.W., Suite 800, Washington, D.C. 20036.



Steve Yarmola/AFL-CIO News

Solidarity Day coordinator John Perkins displays a memento of the 1981 demonstration in Washington, which drew hundreds of thousands of union members and supporters from across the country to counter the anti-union campaign of the newly elected administration of Ronald Reagan.

Solidarity Day '91 set for Labor Day weekend

By Candice Johnson
Bal Harbour, Fla.

Solidarity Day 1991, set for the Saturday of Labor Day weekend, will celebrate the 10th anniversary of the success of the first gathering, when hundreds of thousands of working men and women from across the country flocked to the nation's capital, the Executive Council said.

Declaring "We Are One," the trade unionists showed in 1981 that they were prepared to meet the attack on the labor movement launched by the Reagan administration and to work for economic and social justice, the council said. "It has not always been easy, but that promise was kept," it added.

Ten years later, union members again will be coming to Washington, on Saturday, Aug. 31, to demonstrate support for three key goals: a ban on the permanent replacement of strikers, national health care reform and full freedom of association at home and abroad.

"Much has happened since 1981," AFL-CIO President Lane Kirkland said, noting that "freedom of association becomes a much more important issue since the massacre at Tiananmen, the fall of the Berlin Wall and the collapse of communism throughout Europe."

The 1991 Solidarity Day will target permanent replacements because "permitting permanent replacement disrupts the American system of collective bargaining and threatens the ability of the trade union movement to negotiate fair and effective labor contracts," the council said.

The demonstration also will continue the trade union movement's call for national health care reform — built around the principles of access, quality care and cost containment.

COPE Director John Perkins, who coordinated the first Solidarity Day, will again organize the anniversary event, said Kirkland, who noted that he had encountered wholesale support for the idea in talking with council members about the 1991 event.

Perkins said he was contacting affiliated unions, asking them to designate coordinators who could help arrange transportation for the event. With more than six months to prepare, compared with the 17 weeks' lead time for the 1981 demonstration, and with the help of international unions that have affiliated since 1981, Solidarity Day 1991 should be a successful event, he said.

Perkins also told the council that the Interior Department has been notified, and permits already received.

Council: Keep Big Brother out of workplace

Bal Harbour, Fla.

Reaffirming its commitment to worker dignity and autonomy, the AFL-CIO called on Congress to outlaw a growing number of management practices such as eavesdropping on phone calls and genetic screening tests that invade workers' privacy.

"Employers in increasing numbers are seeking to probe — and then to regulate — the most private aspects of their employees' lives away from work," the Executive Council said.

These tactics "undermine basic privacy and due process rights. Yet to date, there has been only limited legislative protection for these rights," the council statement noted.

"The AFL-CIO is committed to enhancing the dignity of working men and women and to preventing intrusions into workers' privacy. We support legislation that would go further than present law to preserve. . . worker privacy and to outlaw management practices which intrude" on that privacy.

The statement condemned employers who ask their employees about their union sympathies, political beliefs, financial status and other personal matters.

The council also attacked random drug testing policies applied "without any requirement of reasonable suspicion of wrongdoing."

Many employers, in an effort to shift the blame for rising health care costs and to further their personal agendas, are trying to regulate workers' off-duty conduct, such as telling employees whether they can smoke at home or what they can eat at their own dinner table, the council said.

"Medical screening reveals the most intimate details of employee health, including those that have no relation to job performance," the council said.

Finally, employers have exploited a legal loophole to eavesdrop on employee telephone conversations with customers. This "is yet another often-used technique that has no place in a free society," the council stressed.

The statement is the latest in a series of efforts by unions to stop these practices. The Communications Workers in September filed a multimillion dollar class action suit against Northern Telecom Inc. of Nashville claiming the company spied on its employees.

The suit said the company wiretapped telephones and installed hidden microphones to stymie union organization.

The CWA in October also released a study that showed electronically monitoring the output of workers at video display terminals significantly increases VDT-related health problems such as aching wrists, back and neck problems and fatigue.

Balanced federal policy sought to save timber jobs

Bal Harbour, Fla.

In the festering dispute in the Pacific Northwest over timber-related jobs and protection of the northern spotted owl, Congress should strike a balance by developing a policy that "will enhance economic stability in the region, while maintaining the integrity of our precious natural resources," the AFL-CIO said.

"The issue is not whether the spotted owl should be preserved, but rather how to accomplish that goal while preserving the jobs and communities that depend on the continued harvesting of timber on public lands in the region," the Executive Council said in a statement.

The council pointed out that the trade union movement, for more than 50 years, has advocated forestry methods that reflect a concern for environmental quality and the preservation of the nation's forests.

In particular, the AFL-CIO consistently has favored the combination of setting aside "old growth" stands of public timberland into wilderness areas and parks, and forestry practices that will assure an enduring supply of timber available for harvest, the council said.

Measures now before Congress "would disrupt this balance," the council warned, by placing severe new limitations on timber harvesting in an effort to protect the habitat of the northern spotted owl, which is designated as "threatened" under the Endangered Species Act.

Leading forest economists have predicted that restrictions would immediately wipe out 100,000 jobs in the logging industry, the council said. In addition, communities in Oregon, Washington and Northern California would suffer further job losses in timber-related industries that could bring the region's total loss to $3.8 billion.

Further, the council emphasized, the severe limitations on timbering could reduce the supply of wood, raise the cost of building materials and exacerbate the shortage of affordable housing.

Large-unit drives boost organizing

Major wins feature Hispanics, women

By Sharolyn Rosier

The start of the 1990s has been marked with "increasing sophistication and commitment of unions to undertake large organizing drives," the AFL-CIO Executive Council was told during its winter meeting in Bal Harbour, Fla.

"The development of strategies and programs which address the special problems of units involving more than 500 workers" has resulted in some distinctive victories, reported Vice President John J. Sweeney, president of the Service Employees and chairman of the Committee on Organizing.

SEIU Local 399's Justice for Janitors campaign in Los Angeles is a prime example, Sweeney said. That campaign's latest contracts, which came during the council meeting, bring to 5,200 the number of workers organized in the Los Angeles area alone. More than 90 percent of these Los Angeles workers are Hispanics.

Most recently, Local 399 organized 850 employees of Bradford Building Services, the largest non-union cleaning contractor in Los Angeles.

Labor's ability to organize large groups of Hispanic workers has been aided by the development of such organizations as the Labor Immigration Assistance Program (LIAP) and the California Immigrant Workers Association (CIWA) in the Los Angeles area.

"Latino workers come to the United States with differing views of labor depending upon their culture and experiences in their own country," said AFL-CIO Regional Director David Sickler. "LIAP and CIWA are an integral part of the gap the AFL-CIO has begun to bridge with the Latino community in Los Angeles."

Another organizing breakthrough was reported to the council by AFSCME President Gerald W. McEntee, whose union recently organized 3,200 clerical employees on six campuses of the University of Minnesota. The election marks a nearly decade-long effort to unionize the university's clerical employees — 93 percent of whom are women — in Minneapolis, St. Paul, Duluth, Waseca, Crookston and Morris.

AFSCME Photo

AFSCME Minnesota activists and organizers celebrate the election victory of their union on six state university campuses.

"This is certainly one of the happiest days of our union since the Harvard victory," McEntee said. Staff from the AFSCME Harvard clerical campaign, which organized 3,400 clerical workers at that university, assisted in the University of Minnesota campaign.

The organizing committee report noted that, "while the NLRB figures for AFL-CIO unions for the first half of 1990 reflect a slight downturn in the number of elections and employees organized, they remain higher than the years 1982 through 1988."

Unions avoid NLRB

NLRB statistics, however, would not include either the AFSCME success in Minnesota or the SEIU victories in Los Angeles because Minnesota public employees are not covered by the National Labor Relations Act and the SEIU chose to deal directly with the building service contractors rather than petitioning through the NLRB. That method — outside the NLRB — was also used by the Food and Commercial Workers in recent drives among catfish workers in Mississippi.

The report cited organizing victories by the Machinists, with 2,500 workers at American Racing Equipment in California, and by the UAW, with 1,300 workers at Freightline Truck Manufacturing Co. in North Carolina.

Other organizing gains included: the Mine Workers at South East Coal Company in Kentucky; the Rubber Workers at America Olean Tile Company in Pennsylvania; Graphic Communications at Arcata Graphics in Massachusetts; the Government Employees at Defense Industrial Plant Equipment Center; the Clothing and Textile Workers at the University of Massachusetts at Amherst; and SEIU at the Los Angeles Public School System.

The workers most interested in organizing are those in the fastest growing segments of the work force. By the year 2000, fully 40 percent of the labor force will be minorities or women and the female proportion will be close to 50 percent.

In the coming decade, these groups will account for 85 percent of all new entrants into the workforce.

To reach these large numbers of the changing work force, AFL-CIO unions have drawn on a large array of specific tactics, the report said.

"The major elements of these large unit strategies include extensive advance preparation, a substantial staff commitment from the outset of the campaign, involvement of union members as volunteer organizers, careful development of themes, efforts to win community support, and an emphasis on timing," Sweeney reported.

But small campaigns are just as important to the growth of many unions, the report stated, noting that the federation's largest affiliate, the Teamsters, "has continued to have success by concentrating on smaller units."

Workers are more aware of their rights today, he added, noting the "persistent willingness of non-union workers to overcome the inequities of the current labor laws to join together and gain a voice on the job."

Institute trains new generation of organizers

By Candice Johnson
Bal Harbour, Fla.

The AFL-CIO Organizing Institute's mission to recruit, train and place a new generation of union organizers is meeting with success, especially in efforts to find unionists, female and minority candidates to spread the union message.

In a presentation to the Executive Council, Richard Bensinger, the institute's executive director, outlined the program's development and accomplishments over its 17 months of operation, and highlighted some new initiatives.

He noted that some 50 teaching fellows from the eight unions participating in the institute — AFSCME, Service Employees, Clothing and Textile Workers, Carpenters, Steelworkers, Teamsters, Hotel Employees and Restaurant Employees, and Food and Commercial Workers — are passing on their skills and ideas in expanded classroom training sessions, training a new generation of organizers.

"We are attempting to make some fundamental changes in what is now an incredibly unfair arena" of a national labor law manipulated by ruthless employers, Bensinger said.

To accomplish its goals, Bensinger said, the Organizing Institute carefully recruits the best potential organizers, provides them with rigorous classroom and on-the-job training and tests them in rough-and-tumble organizing drives, where they help develop campaign strategies along with experienced organizers.

One-quarter complete program

Bensinger noted that only one-quarter of the individuals who qualify for the program actually complete it. "While we are grading these individuals, they are also grading us," he said. "As many as 30 percent discover that the job is just not for them."

In 1990, 196 students began the institute's three-day classroom training session. Nearly 50 percent were women, 55 percent were trade unionists and 27 percent were black, Asian or Hispanic workers, the institute said, noting that its success in reaching qualified minority candidates will help affiliates reach workers most in need of union representation.

Bensinger said his goal is to increase recruitment and the number of graduates by 60%, achieving a level of 70 graduates per year. In its first year, the Organizing Institute has successfully placed 44 of its graduates in full-time organizing jobs.

Clothing and Textile Workers President Jack Sheinkman told the council that his union had hired several graduates from the institute and "has gained immensely" from participating in the program.

"The AFL-CIO is performing one of the most valuable services it can to its affiliates and I would urge other union officers to participate," he said. "By assisting in this vital area, the federation is giving us something we might not otherwise be able to achieve, given our resources."

Mark Splain, the institute's assistant director, told the council that demand is growing for trained and talented organizers.

"Our affiliates say their greatest need is for individuals who can plan and lead the organizing campaigns, and that's where we've put our resources," Splain said.

Pension trustees urged to invest union-only

Bal Harbour, Fla.

Union-only investments offer the best return for union pension funds, in advancing both finances and the labor movement, the AFL-CIO said in urging union pension trustees to invest in union projects.

In a report on the Pension Investment Committee he chairs, Bricklayers President John T. Joyce told the Executive Council that union-only projects are outperforming non-union investments. Even in a slumping housing market, the AFL-CIO Housing Investment Trust reported a 29 percent increase in assets last year, he said.

"While the industry may be down, investments are providing an excellent return," Joyce said. "Union trustees should be encouraged to participate in union-only housing and real estate investments."

Joyce also reported that the committee will do fact-finding on investment opportunities in Eastern Europe, where an economic boost could assist fledgling free trade unions.

Joyce also announced model guidelines on the use of proxy votes for trustees of Taft-Hartley pension plans. The guidelines spell out the duties of the proxy and specify key issues that the proxy should consider before voting. They are available to unionists by writing the AFL-CIO Employee Benefits Department, Room 306, 815 16th St. N.W., Washington, D.C. 20006.

The Executive Council also addressed several other key corporate issues, including takeovers, foreign control of the aviation industry and abuse of Section 936 of the tax code.

The council urged Congress to stop the leveraged buyout craze that "lines the pockets of speculators, investment bankers and lawyers at the expense of working people."

While condemning the "financial antics" of corporate raiders like Carl Icahn and Frank Lorenzo, "who left a trail of broken companies, disrupted communities and shattered lives," the statement singled out Harold Simmons' bid to take over Lockheed.

The takeover would threaten some 25,000 jobs of Machinists, Electrical Workers and Operating Engineers at Lockheed. Simmons' previous three deals led to the loss of 10,000 jobs and a reduction in benefits and the use of pension funds to finance other takeovers, the council said.

Another threat to U.S. jobs is the Bush administration's plan to liberalize controls on foreign ownership of airlines and its willingness to allow foreign airlines to carry passengers between U.S. cities, the council said.

These policies could destroy the domestic airline industry's ability to compete and cause some companies to be replaced by foreign carriers, the council said.

The council also called on Congress to deny tax breaks under Section 936 of the U.S. Tax Code to companies that have used the law to shut down U.S. plants and transfer jobs to Puerto Rico.

Section 936 exempts companies from corporate income taxes on profits made in Puerto Rico and the U.S. territories.

Fang Lizhi, free at last, accepts Meany Award

Council condemns Bush's support of China tryanny

By Michael Byrne
Bal Harbour, Fla.

Like Lech Walesa of Poland and Dr. Andrei Sakharov of the Soviet Union before him, Dr. Fang Lizhi of China traveled an arduous road to freedom, finally meeting with the AFL-CIO Executive Council to accept the George Meany Human Rights Award.

Fang, 54, an astrophysicist, inspired a generation of Chinese students with his writings on human rights, leading to the Tiananmen Square protests of the spring of 1989. At the time, he was confined to the U.S. Embassy in Beijing, where he spent 385 days to foil efforts by the Chinese government to arrest him.

The AFL-CIO twice before sought to meet with Fang and to present him with the 1990 Meany award, but was rebuffed by the Chinese government, which refused him permission to leave China. The council chose him to receive the prize last February.

Fang, appearing before the council with his wife, Dr. Li Shuxian, said he was "deeply moved to accept this award. It is a special honor because it is the first time I have been honored by an organization of workers."

AFL-CIO President Lane Kirkland, noting that Fang is now conducting research in astrophysics at the Institute of Advanced Study in Princeton, N.J., where Albert Einstein worked, praised Fang for his continued compaign against China's repressive communist regime.

Fang, often called the "Sakharov of China," was twice expelled from the Communist Party for his published criticisms, the first time in 1957, and was imprisoned for a year during the so-called Cultural Revolution in the 1960s.

"Rehabilitated" in 1978, when he became China's youngest full professor, Fang continued to speak out on the failure of communism in China, and again was expelled in 1987.

Fang played no public role in the student campaign that led to Tiananmen Square, but China's leaders saw him as a major inspiration behind the protests and demanded that the United States hand over Fang and his wife to authorities.

Chinese police prevented him from attending a dinner hosted by President Bush during his visit to China in February 1989, an invitation that has not been extended since.

The council criticized the Bush administration for pursuing a policy "that reinforces what our own State Department calls 'an authoritarian one-party state ruled by the Chinese Communist Party.' " It noted that U.S. trade incentives for China produced a deficit with that country in 1990 of nearly $11 billion, second only to the U.S. trade deficit with Japan.

Steve Yarmola/AFL-CIO News

Fang Lizhi is congratulated for winning the 1990 George Meany Award.

"The AFL-CIO believes that U.S. policy in China is wrong; it must be changed," the council said. "Business-as-usual cooperation with the totalitarian regime makes America de facto partners in the oppression of the Chinese people."

Specifically, the council called on Congress to withdraw China's "Most Favored Nation" status; halt U.S. government activities to promote business in China; mandate that U.S. businesses operating in China adopt a code of conduct to permit Chinese workers to be represented by unions of their choosing, and to require U.S. importers to certify that no part of the products they buy in China is made by forced labor.

The federation also called for the release of Han Dongfang, the leader of the Beijing Workers Autonomous Federation, and his fellow worker activists arrested in 1989, as well as Wei Jingsheng, an electrician imprisoned since 1979 for demanding democratic reforms.

In other action, the council approved a report from the Committee on Asian/American Labor Support Group on the continued work on a national organization to support the activities of Asian-American trade unionists.

Committee Chairman Jay Mazur, president of the Ladies' Garment Workers, presented a survey showing that there are some 200,000 Asian/Pacific union members in the country.

Lithuanian trade unionist awarded 1991 human rights award

By Rex Hardesty
Bal Harbour, Fla.

Lithuanian trade unionist Kazimieras Uoka was awarded the 1991 George Meany Human Rights Award by the AFL-CIO Executive Council.

Uoka, a bulldozer operator, founded the Lithuanian Workers Union in 1988 and his drive for free trade unionism has carried him beyond his home republic to become the key force behind the new Confederation of Labor in Russia and the Independent Miners Union of the Ukraine.

Uoka provided one of the dramatic moments of the 1989 AFL-CIO Convention when he appeared with Lech Walesa of Poland and became the first trade unionist from inside the Soviet Union to be allowed to respond to an AFL-CIO invitation.

In a council statement, the AFL-CIO also denounced the crackdown on free democratic movements in the Baltic states and the Soviet republics. It called on the United States to suspend all economic aid to the central Soviet government and pledged to "cooperate with democratic worker organizations and free trade unions of the USSR and the Baltic states."

In addition to Walesa, other world figures who preceded Uoka as winners of the award include Andrei Sakharov of the Soviet Union, Ernesto Herrera of the Philippines, Fang Lizhi of China, and Kim Dae Jung of Korea.

Since 1983, Uoka has worked nonstop for formation in Lithuania of a trade union movement free of the party-controlled Soviet "union" structure.

Uoka also is a leader of Lithuania's Social Democratic Party and was elected to the Supreme Soviet of the USSR in 1989 and to the Supreme Council of Lithuania in 1990.

From his youth, Uoka has been in constant conflict with the KGB. For these activities he was prevented from attending schools of higher education as a normal student. But he secured a higher education in the evenings while working for 18 years as a bulldozer operator on numerous construction projects.

He proved to be a prophet at the close of his remarks to the AFL-CIO convention, when he recited the 22 Soviet areas in which he knew free trade unions were emerging in the wake of that year's dramatic emergence of democracy in the Warsaw Pact nations.

"We would gladly welcome you as guests," he told delegates to the convention. "If they refuse to let you in elsewhere, I can assure you of a fruitful visit in Lithuania, providing there is no military crackdown."

On Christmas Eve 1990, just 13 months later, Uoka sent a message to AFL-CIO President Lane Kirkland, asking him to call attention to the Soviet troop movement on the border — advance notice of the crackdown that came soon after the Jan. 16 start of war in the Persian Gulf.

Council urges participation in international labor solidarity

By John R. Oravec

International labor solidarity is as essential to U.S. workers as it is to those of nations saddled with oppressive regimes where trade union rights are subverted and cheap labor is exploited, the Executive Council declared at its meeting in Bal Harbour, Fla.

Addressing worker concerns in Latin America, Asia and the Middle East, council statements called on AFL-CIO affiliates to step up their participation in the functions of international trade secretariats (ITSs).

U.S. trade unions are confronted with an increasingly interdependent world where multinational corporations move quickly to shift jobs across borders, the council said. In such a setting, it noted, the role of ITS organizations is vital to protect the interests of union members.

An immediate concern of the council is the rapid expansion of so-called export processing zones in Caribbean countries. "Multinational firms flock to these zones to take advantage of cheap labor, tax breaks and special trading privileges for duty-free access to the U.S. market under the Generalized Systems of Preferences and the Caribbean Basin Initiative," the council noted.

"Despite U.S. laws conditioning these privileges on respect for internationally recognized worker rights, workers in many of these zones are not allowed to form unions or bargain collectively. Workers face special difficulties in Haiti, El Salvador, Guatemala, Colombia, the Dominican Republic and Panama."

In a statement on Histadrut, the Israeli labor federation, the council said, "the AFL-CIO expresses its admiration for Israel's courage and restraint in the face of unprovoked Iraqi attacks on its civilian population . . . We reaffirm our bonds of solidarity with Histadrut."

In other action, the council:

- Affirmed its support of the Confederation of Turkish Trade Unions (Turk-Is), protesting a government ban on all strikes for two months and an order for striking miners to return to work. The crackdown by President Turgut Ozal came after Turk-Is conducted a one-day national demonstration by 1.5 million workers that shut down all major industrial facilities in the country.

The Bush administration must point out to Ozal that "the U.S. government considers Turkish compliance with democratic norms as important an objective as the restoration of Kuwait's sovereignty," the council declared.

- Called for the U.S. government to defer granting concessions on trade, investment and other aid to Vietnam, saying that "government must end the crackdown on pro-democracy organizations, release their leaders from prison and permit them to continue their democratic activities," the council said.
- Renewed its call for the U.S. government to help end the civil war in El Salvador, which has raged for years between the right-wing extremists and the left-wing FMLN combatants. Violence by both sides threatens peace negotiations as well as the March 10 elections for El Salvador's general assembly, in which trade unionists have a chance of helping defeat the right-wing majority.

The council called on the Bush White House to continue withholding $42.5 million in military aid and to reinforce United Nations efforts for peace negotiations.

- Decried workers rights violations in Panama, noting that the government recently suspended collective bargaining rights in its export processing zones for three years.

The prohibition was imposed after several Korean firms reportedly threatened to withhold investments if unions were allowed, the council said. When workers protested the labor code changes, the government fired nearly 1,000 public employees and their leaders.

AFL-CIO pledges campaign to free Cuban workers

By Michael Byrne
Bal Harbour, Fla.

Armed with specific new evidence of Fidel Castro's continued abuse of human and worker rights in Cuba, the AFL-CIO pledged to join in an international campaign to end his brutal regime.

Pointing out that "the collapse of the Soviet bloc has knocked the props from under the inefficient Cuban economy," the Executive Council predicted that Castro's "reckless, cruel and murderous tenure over the people of Cuba (is) coming to an end."

"At this time of democratic possibility . . . the AFL-CIO looks forward to the day when the working people will take to the streets of Havana in celebrations that rival those we have witnessed in Prague, Budapest, Gdansk and Berlin," the council said in a statement.

Accepting the report of the federation's Labor Committee for a Free Cuba, which has spent the past six months documenting worker rights abuses in Cuba, the council pledged a series of concerted actions that "together with the struggle of the Cuban people can lead to Castro's fall from power, and the establishment of democracy."

The AFL-CIO designating Feb. 21 as "Free Cuba Day," with various activities that highlighted Castro's tyranny while celebrating the resiliency of the Cuban people and demonstrating solidarity with the many Cuban ex-patriates and freedom-fighters now living in the Miami area.

After the council action, the federation held a luncheon to honor two Cuban trade unionists — Mario Chanes de Armas and Ernesto Diaz Rodriquez — who have been imprisoned since the 1960s. Later in the day, AFL-CIO President Lane Kirkland laid a wreath at the monument of Jose Marti, "Cuba's George Washington," and AFL-CIO Vice President John DeConcini, chairman of the Free Cuba committee, hosted a reception honoring Cuban community and labor activists.

Kirkland, addressing the luncheon, said the AFL-CIO will pursue its campaign for a free Cuba through the international labor movement and through diplomatic channels.

"We will organize and agitate for democratic elections, freedom of association for workers and full amnesty for the 30,000 political prisoners now being held in Cuba's jails," Kirkland said.

DeConcini and the Cuba committee held three regional meetings last year to hear testimony on the conditions in Cuba. DeConcini, president of the Bakery, Confectionery and Tobacco Workers, also introduced members of the committee to the AFL-CIO Executive Council, which named Mike Ruano of the Ladies' Garment Workers as the twelfth member of the committee.

The committee has compiled a 30-page report on worker rights abuses in Cuba that will be presented to the International Labor Organization in Geneva later this year. Last year, it called attention to the plight of Chanes and Diaz by attempting to deliver to the Cuban Interests Section in Washington letters from trade unionists around the country, protesting their political imprisonment.

"The committee has arranged four radio interviews with Eastern European trade unionists to be broadcast into Cuba," DeConcini reported. "Ultimately, the committee seeks to provide direct assistance to workers inside Cuba who wish to build democracy and free trade unions."

Raymond Crowell/Page One Photography

Joined by Cuban trade unionists, AFL-CIO President Lane Kirkland lays wreath at memorial of Jose Marti in Miami.

Kirkland told the luncheon gathering that "Cuba has become one of the world's worst places to work — a place of abusive and degrading working conditions, forced labor thinly disguised as 'volunteerism,' religious and ideological discrimination at the workplace, and relentless pressures to produce more for the glory of the state.

"In order to enforce its directives, the Castro regime has devised an Orwellian scheme of 'merits' and 'demerits' for individual workers — all neatly recorded in personal dossiers that follow them through their lives," Kirkland said.

In its report to the council, the Cuba committee said its fact-finding revealed that Cuban trade unions function as instruments of the Communist Party and the Castro regime, working with the government to set production quotas.

"When quotas are not met, workers must labor extra hours without pay," the committee reported. 'The official trade unions then dispense permits for housing and comsumer goods based upon a workers 'integration into the Revolution,' including willingness to perform 'voluntary' labor."

One witness told the committee that he was aware of three occasions in which workers bypassed the official trade union to seek redress of their grievances, establishing independent committees to represent them.

"These informal groups were quickly dismantled by the official unions and state security police," the panel said.

The hope for Cuba, the council said, lies in the strength of its working people. "To this end, we will foster communication and contact between Cuban workers and trade unionists in the United States and elsewhere in order to share ideas and resources for the transition to democracy."

South African sanctions called vital by unions

Bal Harbour, Fla.

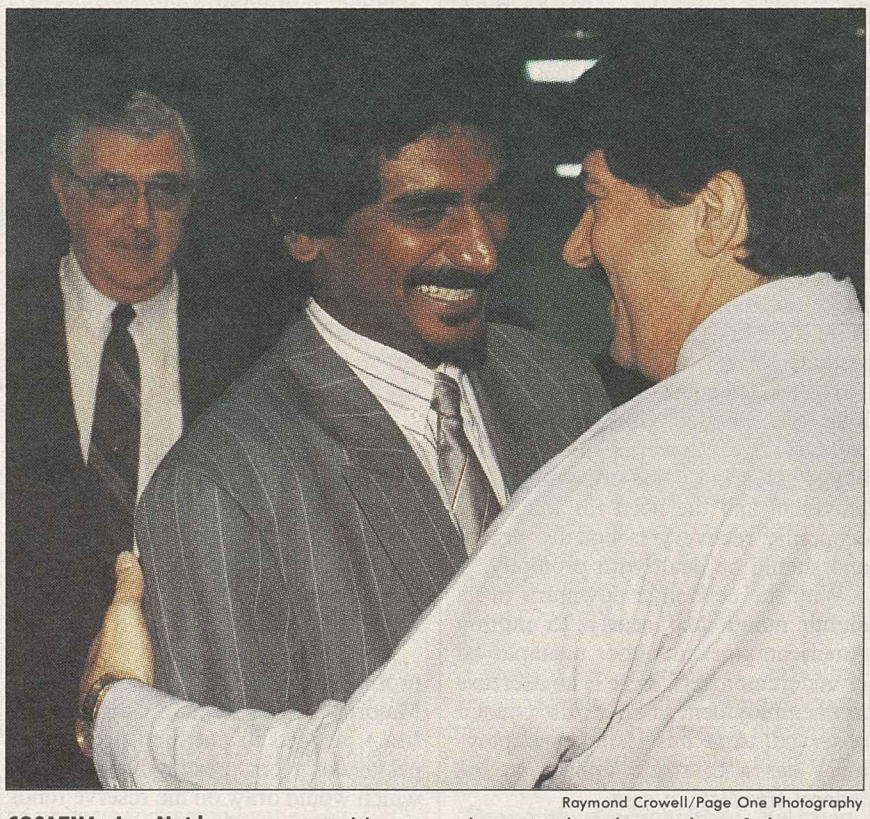
The violence that has led to the deaths of many South African blacks over the past six months has been fomented by reactionary whites "attempting to destabilize the opposition to apartheid," Jay Naidoo, general secretary of the Congress of South African Trade Unionists (COSATU), told the Executive Council.

"It has been portrayed as black-on-black violence," Naidoo said, "but evidence shows that the government security forces have played a role. Powerful whites are arming the mobs and giving rise to vigilantes. People are having to defend themselves because there is no common police force."

Naidoo, criticizing the European Community's decision to lift economic sanctions without consulting with black South African leaders, urged the United States to continue sanctions "until every political prisoner is freed, every exile welcomed home and every citizen has the vote."

Moments before Naidoo addressed the council, the AFL-CIO reiterated its long-standing support for keeping the sanctions in place.

While praising the reforms that had occurred over the past year in South Africa — particularly the announcement of the dismantling of the Land, Group Areas, Development of Black Communities and Population Registration Acts — the federation said sanctions should continue until the government treats all citizens equally.



Raymond Crowell/Page One Photography

COSATU's Jay Naidoo is greeted by Presidents Richard Trumka of the Mine Workers, right, and Owen Bieber of the UAW, who co-chair the AFL-CIO Shell Boycott Committee.

The AFL-CIO statement also called for a representative conference in South Africa to create an interim government and the election of a constituent assembly to draft a new constitution.

The conference "needs to address the issue of an interim administration that would represent the broader interests of the South African population," the statement said.

The AFL-CIO said it also supports the call by South African trade unions for the election of a constituent assembly, on a non-racial, one-person, one-vote system.

The federation and its African-American Labor Center pledged to continue backing the South African trade union movement. It is this movement that "fostered democracy in the dark days of apartheid and mass repression and led the struggle against an unequal and unjust South Africa," the council said.

Naidoo thanked the AFL-CIO for its continued support, noting that union-to-union programs run by AFSCME, the UAW, Service Employees, Mine Workers and other affiliates were essential to the continued development of trade unions in South Africa.

Labor endorses Black Patriots Memorial drive

Bal Harbour, Fla.

The AFL-CIO, urging its affiliated unions to support the Black Revolutionary War Patriots Memorial, donated $5,000 to the project, which would be located at Constitution Gardens, midway between the Lincoln Memorial and the Washington Monument in Washington.

With the proposed memorial, "the more than 5,000 black soldiers and countless other black patriots who supported the American Revolution will at last be honored for their struggle and sacrifice to win freedom for all Americans," the Executive Council said in a statement.

AFL-CIO President Lane Kirkland is a member of the national advisory council to the Black Revolutionary War Patriots Foundation, a non-profit organization that is spearheading the effort.

The foundation must raise $6 million by Oct. 27, or forfeit the site. These funds will be used to design and construct the memorial and to provide educational materials to schools and civic organizations.

The foundation has designated the week of March 4 as Black Revolutionary War Patriots Week to help increase public awareness of the significance of the memorial for all Americans.

Contributions are being taken through the Patriots Foundation, 1612 K Street, N.W. Suite 1104, Washington, D.C. 20006.

ECONOMY

Trade deficit again passes $100 billion

By John R. Oravec

The U.S. foreign trade deficit in 1990 exceeded $100 billion for the seventh year in succession even as the sagging economy reduced the demand for imports.

Last year's shortfall of $101 billion was the narrowest since 1983 as December's trade deficit eased to $6.2 billion, with imports of $39.7 billion and exports of $33.5 billion, the Commerce Department reported.

But in the seven-year span, the United States amassed a deficit of nearly $850 billion — most of it stemming from an import flood of manufactured goods. The trade gap in manufactured goods amounted to $90.1 billion in 1990, with imports of $388.8 billion and exports of $298.7 billion.

On a balance of payments basis, the 1990 trade deficit was $108.7 billion, the Commerce Department said in follow-up report. The fourth quarter shortfall eased to $28.9 billion from $29.8 billion in the third quarter.

The balance of payments deficit does not include the export sales of military goods by the federal government and makes certain adjustments to the merchandise trade data.

The Commerce Department said December imports declined by $3.4 billion, including $1.1-billion drop in oil products, from November for the lowest monthly level in several years.

AFL-CIO economist Mark A. Anderson linked the fall-off to the deepening recession: "It's a sad day when improvement in the U.S. trade imbalance can be brought about by higher unemployment and lower weekly earnings."

Joblessness up, wages down

American families took a double economic blow in the fourth quarter of 1990: the recession increased the incidence of unemployment and inflation slashed real earnings.

A Bureau of Labor Statistics report showed that nearly 5.2 million families had an unemployed member during the quarter. That is an increase of 500,000 from the year-earlier period.

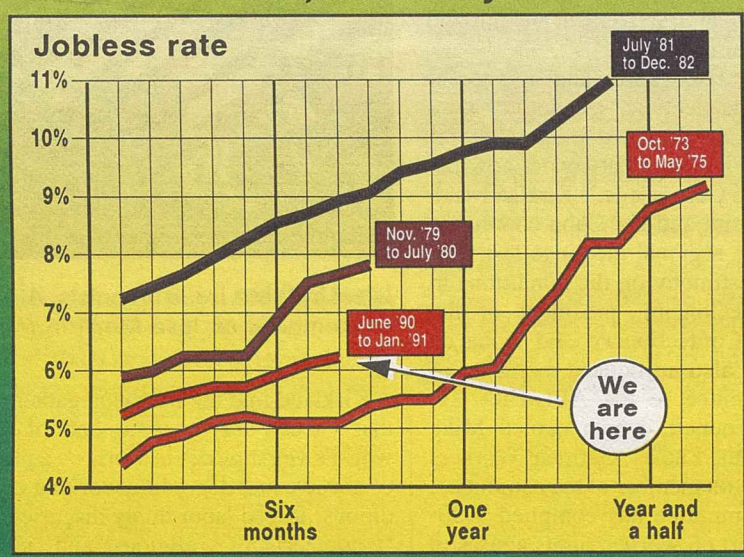
The proportion of families with an unemployed member rose to 7.9 percent in 1990 from 7.1 percent in the fourth quarter of 1989. During both periods, BLS said, seven of 10 of such families also had one or more employed members.

Median weekly family earnings edged up by 2.8 percent to $657 in current dollars between the fourth quarters of 1989 and 1990. But after adjustment for the 6.2 percent increase in retail prices logged by the all urban consumer price index (CPI-U), real earnings dropped 3.4 percent.

For families with two or more wage earners, median weekly pay rose 2.9 percent to $850 in current dollars, but slipped 3.4 percent after adjustment for inflation. For families with unemployed members the median weekly earnings $428, but fell off to $315 where the husband of a married couple family was jobless, BLS said.

The worst is yet to come

After recession, it takes years for unemployment to go down



In past recessions unemployment rose more than 3 percentage points.

Past Recessions

Oct. 1973 - May 1975
It took three years for unemployment to fall below 6 percent, and it never got back to the pre-recession rate of 4.3 percent.

Nov. 1979 - July 1980
Unemployment declined for only nine months to 7.2 percent before turning up again in the 1981 recession.

July 1981 - Dec. 1982
It took four and one-half years for unemployment to fall below 6 percent.

AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

U.S. urged to ease recession woe

By John R. Oravec

The AFL-CIO Executive Council prodded the federal government for a speedy economic recovery program to aid America's recession-strapped workers, just as it did in coming up with the needed resources for the war in the Persian Gulf and the bailout of the savings and loan industry.

The council, meeting in Bal Harbour, Fla., called on Congress and the Bush administration to take immediate steps to ease the pain of recession that is gripping millions of American workers and their families.

Speedy congressional action is needed on job-creating programs such as the renewal of the nation's infrastructure and on an overhaul of the ineffective unemployment insurance system that locks out millions of jobless workers from benefits, the council said in a statement.

The council noted that the savings and loan and Persian Gulf expenditures were a proper government response, but stressed that "the crisis of unemployment and the need for long-term economic recovery is equally urgent and should be dealt with promptly."

With the economic downturn in its eighth month and nearly 15 million American workers either unemployed or underemployed, there is no decrease in unemployment in sight, the council observed. And this rising unemployment has a dramatic impact on the federal treasury, it said.

"Each 1 percent of unemployment costs American taxpayers $33 billion — $28 billion in lost tax revenues and $5 billion in payments for unemployment compensation, food stamps, Medicaid and similar costs. Workers, too, pay a stiff personal toll of lost income, diminished self-esteem and family turmoil."

The economic policies of the past decade have benefited a privileged few, the council said, "but they have decreased the economic security and well-being of average Americans. They should be replaced now with sound, effective programs to counteract the recession."

Topping the agenda are:

- Immediate reform of the unemployment compensation system to provide extended benefits, expanded eligibility and adequate funds for efficient administration of the UI program. Only one in three unemployed workers gets any benefits at all, the council noted.
- The green light to improve and repair the nation's highways and bridges, as well as the transportation, sewer and water systems.

"Equally important is the critical need for adequate housing for low- and moderate-income families in cities, suburbs and rural areas," it added.

In discussing the nation's economic problems with the council, House Majority Leader Richard Gephardt (D-Mo.) pledged to put high priority on passage of a jobs-creating highway bill, which would draw on the reserve funds in the Highway Trust Fund.

"This bill is very important because it allows us to get more money to the states to help build up our infrastructure and public works industry, which desperately need help," Gephardt said. "We also hope to include funds for mass transit to help our big cities with major problems."

House Speaker Thomas Foley (D-Wash.) joined Gephardt in calling for improving national educational performance, including funding for job training. Senate Majority Leader George Mitchell (D-Maine) told the council he considers a national energy policy, which would create new jobs, essential to maintaining the country's economic strength.

Mitchell, Foley and Gephardt criticized President Bush's proposal for reducing the capital gains tax, urging instead tax relief for lower- and middle-income Americans, particularly through reduced payroll taxes.

The council said the federal government should provide needed funds to maintain state and local government services that have been crippled by revenue shortfalls, including Medicaid that has bearing the burden of mass unemployment.

"Many states and cities are facing cuts in police, fire and municipal services, and their schools are suffering from a shortage of teachers and from deteriorating facilities," the statement said. "Families find themselves unable to find affordable, adequate child care."

Workers continue to lose ground to rising prices

Real weekly pay for the average nonsupervisory worker fell 1.9 percent in January while retail prices rose 0.4 percent, the Labor Department reported. Over the year, real weekly earnings have slipped 2.8 percent as the consumer price index for urban wage earners (CPI-W) jumped 5.5 percent.

The take-home pay situation is even worse over the decade, AFL-CIO economist Anne Draper pointed out, with average weekly wages 7.8 percent below January 1981 after adjustment for inflation.

The Bureau of Labor Statistics said three key components of the index — housing, apparel and food and beverages — each rose 0.9 percent in January, although the transportation component eased by 1.4 percent.

Health care costs increased 0.8 percent over the month, and are up 9.2 percent over the year — the sharpest advance of any major component.

Heating oil prices continued to decline, dropping 3.6 percent over the month, and were down 1.9 percent over the year. Gasoline prices eased by 6.8 percent in January, but were up 18.7 percent from the year-ago month. Fuel gas and electric rates jumped 2.4 percent in January and were up 3.5 percent over the year.

BLS said a 4-percent increase in local telephone charges in January more than offset lower long distance rates.

New federal excise taxes triggered hikes in alcoholic beverage prices of 4.9 percent in January and were up 8.7 percent over the year. Tobacco prices rose 1.3 percent over the month and were 12.4 percent ahead of a year ago.

Council backs prison skills-building program

Bal Harbour, Fla.

Underscoring the rehabilitative effect of prison skills-training programs, the AFL-CIO Executive Council expressed its support for programs that provide training without displacing jobs of the general population.

Noting that the nation's prison population has swelled to more than 750,000, the council said that the issues surrounding the use of prison labor — which prisoners should be allowed to work, to what purpose and under what conditions — have become more urgent. Badly conceived programs often provide unfair competition and take jobs from the general population, it said.

The council affirmed its support for programs that:

- Provide training for jobs available to convicts after their release.
- Produce goods and services that are exclusively for government use and may not be sold to the public.
- Pay prevailing wages for similar work in the private sector, with appropriate deductions not to exceed 50 percent for room and board, taxes, and contribution to victim restitution funds, but with family support deducted from the remaining funds.
- Prohibit the use of prison labor to replace strikers or provide services that may prolong a strike and bar the displacement of existing jobs by prison labor.

The council also reaffirmed AFL-CIO opposition to constitutional amendments that would limit the terms of federal and state legislators.

"Such proposals strike at the heart of representative government and the essence of a democratic society by denying citizens the right to vote freely for the candidate of their choice," the council said.

The AFL-CIO pointed out that voters already have the power to limit terms of elected officials by denying them re-election.

"Denying voters the right to re-elect worthy public servants deprives the nation and the states of valuable expertise, experience and effective leadership," the council said.

In other actions, the council extended to the federation's president the right to file Article XX internal disputes complaints, heard a report on its Article XXI rules on organizing procedures and asked affiliates to write the Postmaster General to urge issuance of a George Meany commemorative stamp.

In expanding the Article XX internal disputes complaint policy, the council gave the federation president authority to intervene in Section 5 cases in which no affiliate files a complaint.

The council said that authority was to meet the larger purpose of Article XX, Section 5, which is, "to prevent the breaches in trade union solidarity and the long-term harm to the trade union movement that eventuate from 'no holds barred' organizing campaigns."

Section 5 prohibits the circulation of campaign materials "which are designed to bring or have the effect of bringing another affiliate into public disrepute or of otherwise adversely affecting the reputation of such affiliates or the federation."

In a report to the council on Article XXI's organizing reponsibilities procedures, AFL-CIO Secretary-Treasurer Thomas R. Donahue said that unions won the subsequent organizing campaign in 15 cases — and lost only three — out of the first 20 cases in which the AFL-CIO process determined which affiliate should proceed. He also reported continued success with cases being settled in the mediation phase, without going to a final determination.

The council urged affiliates to write the Postmaster General requesting a commemorative stamp of George Meany, the AFL-CIO's first president, honoring his service to all working Americans. It suggested issuance of the stamp in 1994, the centennial of Meany's birth.

Meany's dedication to his beliefs, his integrity and his record of accomplishment have won him "a lasting place of honor in the rolls of the trade union movement and in the history of the United States," the Executive Council said.

In other business, the council:

- Created a new ad hoc council committee on energy to be chaired by Richard Trumka of the Mine Workers. Members are John Barry of the Electrical Workers, Owen Bieber of the UAW, Robert A. Georgine of the Building and Construction Trades Department and George Kourpias of the Machinists.
- Heard a report from its State and Local Central Bodies Committee on the continuing efforts to increase local affiliation with those AFL-CIO bodies.
- Set its next meeting for May 8-9 at the AFL-CIO building in Washington.

Council boosts Red Cross drive, honors Leland

Bal Harbour, Fla.

The AFL-CIO Executive Council urged its affiliates and state and local central bodies to support Operation Stateside, a program established in partnership with the American Red Cross to assist the families of military personnel who are serving overseas.

The council also agreed to award the 1991 Murray-Green-Meany award for humanitarian work to the late Rep. Mickey Leland (D-Texas), who was killed in a plane crash in December 1989 while delivering emergency supplies to starving refugees in Africa.

Letter Carriers President Vincent Sombrotto, chairman of the AFL-CIO Committee on Community Services, outlined several activities that the federation will expand this year, including unemployment assistance, drug and alcohol counseling, food drives, disaster training and strike assistance.

"Every day of the year, without any fanfare, the unions of the AFL-CIO reach into communities and homes all across the nation providing a helping hand, from emergency assistance during major disasters to rallying donors for a local blood bank," he said.

In urging union members to contribute to the Operation Stateside fund, the council noted that the Red Cross has estimated that $40 million will be needed to help the families of troops whose call-up has deprived them of income, to help families keep in touch and to monitor the condition of American prisoners of war.

Contributions, made payable to the American Red Cross Gulf Crisis Fund, can be sent to Operation Stateside, American Red Cross, Department 0499, Washington, D.C. 20073-0499.

The Murray-Green-Meany award will be presented at the AFL-CIO's national Conference on Community Services in Washington July 21-26.

Unions help working families caught up in housing crunch

Bal Harbour, Fla.

Unions are exploring creative and innovative ways to help working Americans and their communities overcome the housing crunch, the AFL-CIO Executive Council was told by its commitee on housing.

The committee, chaired by Bricklayers President John Joyce, reviewed a housing trust program first established by Hotel Employees and Restaurant Employees Local 26 in Boston. That program — authorized after Congress approved an amendment to the Taft-Hartley Act — allows employers and unions to bargain over contributions to jointly administered housing trusts.

Under the plan, covered workers can receive a range of housing services, administered through a separate non-profit corporation, including home purchase assistance, counseling, credit services and other aid.

Another innovation includes the First Trade Union Savings Bank, established by the Massachusetts Carpenters Union Pension and Annuity Funds, which has provided acquisition and construction financing to build housing for homeless women. The bank also lent more than $18 million for the construction of 250 housing units for working families in eastern Massachusetts.

Working with the Massachusetts Bay Transit Pension Fund, the Bricklayers and Laborers have sponsored three projects to offer more than 100 units of affordable housing to working families, while unions in Phoenix, Kansas City, Albuquerque, N.M. and other cities are working to shelter to the homeless.

The committee also reviewed the results of a survey of union-sponsored housing, completed by the AFL-CIO Department of Economic Research, indicating that unions since 1952 have initiated 139 projects covering 27,000 housing units in 29 states and Puerto Rico.

The survey did not cover pension fund activities, nor did it include housing projects sponsored by the AFL-CIO Housing Investment Trust, which has financed more than $750 million of multi- and single-family homes, as well as retirement centers and health care facilities over the past 25 years.

As of January 1990, HIT's portfolio was invested in 88 real estate projects nationwide, the committee said.

Among the programs reported were a 2,585 unit, 5-building cooperative for middle-income persons in New York City; housing for the elderly and handicapped in Morgantown and other West Virginia cities, and an ongoing rehabilitation project that restores repossessed buildings in Des Moines, Iowa, for purchase by low-income tenants.

Resources

The following publications are available from the AFL-CIO Publications and Materials Office, 815 16th St., N.W., Washington, D.C. 20006:

Labor Law Handbook explains various aspects of labor law, including unfair labor practice charges, employee rights and duty to bargain. Pamphlet No. 216.

Economic Comparisons Between Right-to-Work States and Free Bargaining States provides geographic data on poverty rates, various trades and professions, wage rates and unemployment rates in states with right-to-work laws and in free bargaining states. Publication No. 196.

AIDS in the Workplace is a stewards manual for dealing with the psychological, legal, educational and union aspects of the AIDS crisis. Publication No. 901.

Child Care is a guide to implementing child care laws. This publication provides background information on child care legislation, an explanation of current legislation and a plan of action. Publication No. 217.

Meany Center class schedule

Organizing II (March 3-8) — Topics for experienced union staff include internal private sector organizing, issue-oriented campaigns and recruiting and training.

Newswriting and Editing for Union Publications (March 10-15) — For union editors who want coaching on the basics of union publications.

Teaching Techniques for Labor Education (March 10-15) — A class to demonstrate techniques used in labor education for those who teach in union conferences, summer schools or night classes.

Occupational Health and Safety (March 24-29) — A skills-building institute to help union officials effectively respond to workplace hazards.

Craft of Negotiating (April 7-12) — A study of negotiating tactics that avoid impasses in bargaining, grievance, and leadership situations.

Arbitration: Preparation and Presentation (April 14-19) — A workshop presenting mock cases before professional arbitrators.

Effective Union Action in Civil Rights (April 15-19) — The annual conference of the Department of Civil Rights for civil rights and women's rights designees of AFL-CIO unions.

Contract Negotiations in the Construction Industry (April 28-May 3) — An institute to improve bargaining skills of union leaders.

AFL-CIO affiliates and departments using the campus in March for their own staff training programs are: Human Resources Development Institute, March 3-8; Flight Attendants, March 4-8; Service Employees, March 4-6; Organizing Institute, March 8-10; Amalgamated Transit Union Legislative Conference, March 9-12; ATU Women's Conference, March 13-17; ATU Leadership Conference, March 16-21; Bricklayers, March 17-23; American Institute for Free Labor Development, March 17-April 13.

For more information contact the Registrar's office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. Fax 301/434-0371.

Council sets health care reform plan

Continued from Page 1

would build upon the current health care system.

Foley cautioned that any program would have to be realistic in terms of cost, but that "there is no doubt of the importance of legislation, and we are headed toward some type of decision."

Kirkland told the news conference that the federation would "pursue any and all measures we believe will provide health care for all our citizens." The AFL-CIO proposals were projected to save $165 billion by the end of the decade by Sweeney and AFL-CIO Employee Benefits Director Karen Ignagni during a news media briefing.

The statement said the AFL-CIO would "form coalitions with consumer groups, employers, community-based organizations and providers to call on Congress for expeditious enactment of federal legislation."

Kirkland noted that one such coalition member could be the American Medical Association, which traditionally has opposed reform iniatives.

"(The AMA) now has enunciated the proposition that access to health care is a basic human right," Kirkland said. "And that represents an extraordinary movement. We ought to be prepared to move with them and work with them in an effort to achieve that."

In a speech to the AMA National Leadership Conference in Miami Beach on Feb. 17, Kirkland said, "Clearly, we've entered a new era of dialogue and cooperation — of open agendas and open minds. And those of us who can remember back a few years can certainly appreciate how far both of our organizations have come in our effort to find common ground to do what's right by the working Americans who depend on our health care system.

Raymond Crowell/Page One Photography

Health care reform is a top priority in the Senate, Majority Leader George Mitchell tells the Executive Council. From left, AFL-CIO Secretary-Treasurer Thomas R. Donahue, Mitchell, President Lane Kirkland and Vice President Susan Bianchi-Sand. The council outlined objectives for universal access to quality care.

"We in labor now find ourselves in common cause not only with the AMA, but with many of our traditional adversaries in the business community — including the National Association of Manufacturers and some of the nation's biggest corporations," he said. "Our shared goals are a great source of hope that the time for real health care reform has finally arrived."

Other specific objectives outlined by the council were:

- Guaranteeing a core package of health care benefits, including prenatal and post-natal care; inpatient and outpatient hospital services; physicians' services; well-child care; laboratory tests; and prescription drug coverage.
- Continuing the labor movement's goal of a social insurance national health care program while recognizing that reform may come about in stages.
- Progressive and equitable financing that requires all employers to contribute.
- Overhauling the existing administrative structure to standardize claim forms, restrict the number of intermediaries participating in the system, improve delivery of care and assure that no one is denied coverage.
- Dropping the Medicare eligibility to age 60.
- Improving quality through a national system for technology assessment and the establishing a national data base on the cost and quality of care.
- Forming a strategy for long-term and home care.

The Executive Council statement calls for guaranteed universal access by requiring all employers, including the federal government, to contribute fairly to the cost of care.

Currently, 37 million Americans are without health insurance, with another 50 million believed underinsured, leaving nearly one-third of all Americans without adequate protection against medical expenses and illness.

Last year, the federation held eight regional hearings around the country to expose the dimensions of the health care crisis, as workers, state and local government officials and representatives from consumer groups, health care providers and insurance companies provided testimony. The transcript and videotaped highlights from those hearings, presented to members of Congress by Kirkland Jan. 29, were given to council members.

INSIDE

VOLUME 36, NUMBER 5
MARCH 4, 1991

AFL-CIO NEWS

1 ***Striker replacement, Mexico trade assailed***
The Executive Council tells Democratic leaders in Congress that a ban on the permanent replacement of strikers and full debate on U.S.-Mexico trade are essential labor goals.

2 ***High court hears hospital unit case***
The Supreme Court heard arguments on a labor-backed rule by the National Labor Relations Board that established eight bargaining units for hospital workers.

4 ***Union Privilege offers home mortgage plan***
The Union Privilege Benefit Programs adds a mortgage and home buyers assistance program to its roster and broadens eligibility for the Union Privilege MasterCard plan.

6 ***Aug. 31 designated Solidarity Day '91***
Solidarity Day 1991 will be held the Saturday of Labor Day weekend, marking the 10th anniversary of the gathering that brought hundreds of thousands of unionists to Washington.

7 ***Large-unit wins boost organizing***
New strategies and programs aimed at large units featuring Hispanics and women help give unions the winning edge in campaigns, the Executive Council was told.

9 ***AFL-CIO campaigns for Cuban democracy***
The AFL-CIO joins a international campaign to end the brutal regime of Fidel Castro and to help Cuban trade unionists restore democracy and human rights to their country.

UNION YES

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AFL-CIO NEWS

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Labor makes push in Congress to get U.S.-Mexico free trade proposal off "fast track." **See Page 4.**

Unions, Maxwell agree to save Daily News

By James B. Parks

The striking New York Daily News unions called it "a great victory for the labor movement." The newspaper's new owner, British publisher Robert Maxwell, called it "a miracle."

By any description, the tentative agreements reached March 12 may save the newspaper, which has been losing $750,000 a day under the union-busting Tribune Co. ownership.

"Now the Tribune Company can leave New York and go back to Chicago," said George McDonald, president of the Allied Printing Trades Council, which represents the nine striking unions. "This agreement shows that if the labor movement stays together, it can overcome these obstacles.

"If management really wants to use collective bargaining and really wants to talk, then the process will work," he said.

Union members in the Daily News units still must ratify the agreements and Maxwell also must finalize the sale with the Tribune Co., but both parties were hopeful that a new page was being turned at the historic New York City newspaper.

"We went out together, and we want to go in together," McDonald said. He said he hopes to move the ratification process as fast as possible under the various union constitutions.

AFL-CIO President Lane Kirkland said the federation is "delighted" at the news of the settlement.

"This agreement was made possible when Mr. Maxwell removed the issue of 'permanent replacement' workers from the bargaining table," Kirkland said.

"We hope the Tribune Company will move expeditiously to reach a final agreement with the paper's new owner as we await ratification by the rank-and-file."

The settlements call for the elimination of more than 800 jobs, or about one-third of the union jobs at the paper. The

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Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland testifies before House panel on striker replacement bill. At right is Legislative Director Robert M. McGlotten. Behind Kirkland is UAW President Owen Bieber, who also testified.

Kirkland: Strikebreakers poison talks

Labor intensifies campaign to ban 'permanent replacements'

By Muriel H. Cooper

The willingness of some unscrupulous employers to "permanently replace" striking workers upsets the balance in collective bargaining and threatens the economic well-being not only of workers, but of employers and the local community as well, AFL-CIO President Lane Kirkland told a House subcommittee.

The "permanent replacement" doctrine established by the Supreme Court in the Mackay decision "corrupts the collective bargaining process itself by transforming disputes over the terms of the next labor contract into larger, life-or-death confrontations over whether the parties' bargaining relationships will continue," Kirkland said.

Testifying before the Education and Labor Committee's subcommittee on labor-management relations, Kirkland said that disputes poisoned by the use of "permanent replacements" become a war of attrition.

"When one party comes to the table with a desire not to agree but rather to force confrontation in the hope of destroying the other, the prospects for a peaceful, honorable and mutually beneficial settlement are close to zero," he said.

"That is particularly true when the other party has neither the desire nor the economic weapons to wage such a war," Kirkland continued. "In such situations, the rough balance of bargaining power that brings reason, moderation and compromise into the bargaining process is destroyed."

Kirkland's testimony kicked off a parade of labor witnesses — including AFL-CIO Secretary-Treasurer Thomas R. Donahue, Steelworkers President Lynn Williams and UAW President Owen Bieber — at several congressional hearings. The legislation, H.R. 5 and S. 55, also was endorsed by Bishop Frank J. Rodimer on behalf of the U.S. Catholic Conference.

The difference between "firing

Continued on Page 7

Catholic bishops back ban

See Page 7

Worker involvement crucial to job safety, labor says

By Arlee C. Green

A year and a half after employees for an outside contractor mistakenly crossed two pressure lines on a valve, causing an explosion that killed 23 workers at Phillips Chemical Co. plant in Pasadena, Texas, employees still have only limited say on plant safety.

There are no workers on the company's central safety committee or its seven subcommittees, said C.T. Roberts of the Oil, Chemical and Atomic Workers Local 4-227. The union's participation is limited to two members who meet with workers on safety concerns one day a month.

"We asked management a number of times to form a joint safety committee," Roberts said. "They've been looking into it for years, but their main reason for not doing it is they figure the less we know, the less trouble we are."

Legislation needed

The involvement of workers in safety committees is one of the goals of labor in its drive for legislative reform of the Occupational Safety and Health Act, said federation Safety and Health Director Peg Seminario.

"The people affected by these problems are also the ones most able to resolve them," said Seminario. "Real improvement in workplace safety and health requires a major effort among all three parties — government, management and labor — not just OSHA with management alone."

The grass-roots push for passage of a reform package will be marked this April 28 — the third AFL-CIO Work-

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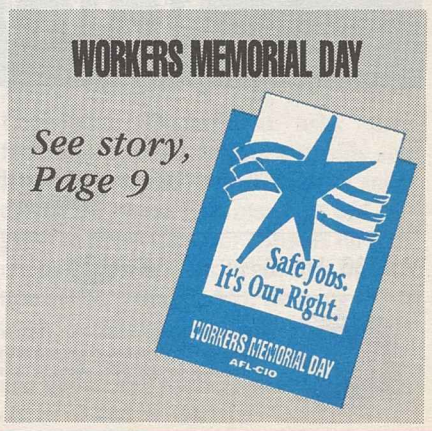

Strike spotlighted permanent replacements

Continued from Page 1
reductions would come through a combination of buyouts and layoffs, McDonald said.

"If the News expands as we hope under the new leadership, eventually we'll have the 800 people back, a lot more readers and advertisers than the Daily News has ever had before," he said.

McDonald said he has asked Maxwell to set up a family assistance fund to help those who are laid off. He also said he would seek federal and state assistance to bolster the fund.

Replacement workers hired by the Daily News will be let go under the agreements, Maxwell said. Union members that crossed the picket lines to return to work during the strike will continue to work and will retain any seniority accrued during the strike.

If any actions are taken against those who crossed the lines, it will be taken by the various unions according to their bylaws, McDonald said.

The buyouts will total $40,000 each, with $50,000 offers for those unions that have lifetime contracts, he said. The buyouts will be offered in order of seniority, with layoffs made in order of inverse seniority.

The agreements also call for the unions to drop their National Labor Relations Board complaints against the paper, if the board agrees. Maxwell's deal with the Tribune Co. calls for the company to drop its lawsuits against the unions and individual union members.

The settlements came after six days and nights of marathon negotiating between Maxwell and representatives of the striking unions. Maxwell signed a letter of intent March 5 to buy the paper if he could reach agreements with the unions.

About 2,300 workers went on strike Oct. 25 after working nearly seven months without a contract. The Daily News management had announced plans to close the paper on March 15 if the paper had not been sold.

The strike and the Daily News's use of replacement workers spurred a major effort by the AFL-CIO's Strategic Approaches Committee, including a local advertising and circulation boycott and national corporate campaign.

It also focused increased attention on the need for legislation aimed at correcting the loophole in federal labor law that says it is illegal to fire workers like those at the Daily News for exercising their legal right to strike, but it is legal to "permanently replace" them. The AFL-CIO has made that legislation one of its major priorities.

> ***"The settlement shows what can be done when an employer recognizes and accepts the rights and role of employees and their unions."***
>
> **—Charles B. Dale, President, Newspaper Guild**

Maxwell had said he needed more than $70 million in cuts in the paper's annual operating budget. Theodore Kheel, an adviser to the unions, said the concessions will do that. "He got what he wanted dollarwise," Kheel said.

In addition to saving the paper and getting rid of the replacement workers, the unions won a major victory when Maxwell agreed to reduce the workforce through collective bargaining rather than through management fiat, as the Tribune Co. persistently had demanded.

The unions made it clear throughout the strike they would not give the Tribune Co. or Maxwell a management rights clause that allowed the company to set hours, wages and work conditions.

Maxwell emerged after talks mediated by former Labor Secretary W.J. Usery Jr. broke down.

Those talks ended when the Daily News management demanded that half the pressmen's jobs be eliminated and that the wages of those remaining be greatly reduced.

Support for the strikers led to a drop in the Daily News' circulation from its pre-strike level of 1.1 million to 300,000. More than 75 percent of New York outlets refused to carry the paper and only 20 of the paper's original 750 display advertisers remained.

The Daily News lost $69.3 million in the last quarter of 1990, contributing to a 99 percent drop in Tribune Co. profits. The Daily News lost $114.5 million in 1990, compared with $2.2 million in 1989.

Maxwell will assume about $150 million of Daily News liabilities, including $25 million in pension payments, in return for a $60 million payment from the Tribune Co., according to a report in the New York Times.

Along with the various unions, AFL-CIO Secretary-Treasurer Thomas R. Donahue and the AFL-CIO Strategic Approaches Committee, chaired by Lynn Williams of the Steelworkers, guided the multi-union assistance to the Daily News workers. The federation provided staff for organizing, legal work and community services. The federation and many affiliates provided money for strike funds and for services to the families of the strikers.

Ministers decry strike breaking

More than 100 religious leaders have called the permanent replacement of striking workers at the New York Daily News "morally unjustifiable and reprehensible."

In a statement, the leaders said "the central moral issue" of the strike "is the right of workers to strike without recriminations."

The decision by the Daily News' parent Tribune Co. to replace all striking workers is a "moral outrage," they said. The leaders named the Tribune Co.'s top executives and board of directors and challenged them "to justify their employment of permanent replacements for the New York Daily News strikers on moral and ethical grounds."

Among the signers of the statement were the Most Rev. Edmond Browning, presiding bishop of the Episcopal Church; Rabbi Allan Kaplan of the New York Federation of Reformed Synagogues; two Roman Catholic bishops, three Episcopal bishops, three United Methodist bishops, one bishop of the Evangelical Lutheran Church, and others.

Cardinal John O'Connor of New York previously told a hearing on strikebreaker legislation that if management knows it can permanently replace workers, this "makes a charade of collective bargaining and a mockery of the right to strike."

AFL-CIO liaison with the religious community is coordinated by Michael Szpak of the Department of Organization and Field Services.

UAW Mazda workers win wage parity in three-year pact

By Arlee C. Green

UAW members at Mazda's Flat Rock, Mich., plant approved a new three-year agreement that will provide them pay parity with workers at the Big Three automakers — Ford, General Motors and Chrysler — plus cost-of-living adjustments and bonuses.

Under the agreement, the 2,900 members of UAW Local 3000 will see their hourly wage go up by $1.01 for assembly workers and to $1.50 an hour for skilled maintenance workers. Included in that is a 3 percent pay increase, 30-cent skilled trades adjustment and a COLA float of 39 cents.

A lump-sum bonus equal to 3 percent of the prior year's qualified earnings will be paid on April 19, 1992, and April 18, 1993. Pro-rated Christmas bonuses of up to $600 will be paid each December, based on the number of weeks worked during the year. And the quarterly COLA will be continued, the union said.

The profit-sharing plan will be based on the same formula used in the UAW's Big Three agreements, with the payout percentage increasing from 6 percent to 17 percent as the rate of profits over sales increases.

Mazda agreed not to lay off any workers unless compelled to do so "by economic conditions and financial circumstances so severe that its long-term financial viability is threatened." The union also bargained a stronger voice in the company's outsourcing of work and outside contracting, and will receive advance notification of any plans to introduce new technology, so that appropriate training programs can be set up to retrain workers.

The agreement added significant new safety and health language, providing for a full-time union ergonomics representative, and a full-time safety representative on the afternoon shift.

Mazda and the UAW agreed on the framework for establishing a joint safety and health committee and provided a complaint procedure to resolve safety issues.

New language also covers work in confined spaces and precautions to be taken for those who must work alone.

The pension plan was improved by setting the UAW-Ford basic pension benefit as the minimum for Mazda workers, providing full benefits at age 62, establishing an early retirement benefit of $300 a month payable from age 55 to 62, and increasing benefits for future retirees.

Health care gains included provisions for well-baby care, a higher maximum dental benefit, a wider scope for home health care coverage, removal of deductibles for physical therapy, improved vision, hearing and hospice benefits programs and extension of full dental and vision benefits to retirees.

A bonus of $225 will be paid for each quarter of perfect attendance and four days of paid discretionary leave was added.

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LEGISLATION

Steve Yarmola/AFL-CIO News

Ralph Neas, executive director of the Leadership Conference on Civil Rights, introduces several victims of workplace discrimination. They are (from left), Patricia Carroll, Sidney Williams and Patricia Swanson.

Civil rights bill makes headway

By Mike Hall and James B. Parks

Labor-endorsed civil rights legislation cleared several legislative hurdles last week as civil rights advocates launched a national campaign to ensure its passage.

The House Education and Labor Committee and Judiciary's subcommittee on civil and constitutional rights marked up the bill on March 12, the same day the Bush administration introduced its weaker version of a civil rights bill.

The administration's bill falls short of the remedies needed to restore civil rights protections, AFL-CIO Legislative Representative Jane O'Grady said in reiterating labor support for the House bill.

House Majority Leader Richard Gephardt (D-Mo.) predicted that the stronger bill would pass the House soon.

During the markups, several guarantees against sexual discrimination were added to the bill, now known as the Civil Rights and Women's Equity in Employment Act of 1991. It is H.R. 1.

The bill would clarify the intent of law following several recent Supreme Court decisions that made it more difficult for individual workers to sue employers who discriminate in the workplace. The bill would allow women and the disabled to sue employers for damages for intentional job bias.

The bill is similar to the Civil Rights Act of 1990 passed last year and vetoed by President Bush.

"Equal opportunity is a basic American principle, and we should pass civil rights legislation in order to take a strong stand against discrimination," said Rep. William Ford (D-Mich.), chairman of the Education and Labor Committee. "Any American who is willing to work hard deserves legal protection against discriminatory treatment by employers who put corporate profits ahead of basic fairness."

He also said the added provisions and name change reflect the fact that civil rights "is not just a matter of race, but involves gender and ethnicity as well."

Grass-roots campaign

Civil rights leaders agree. In a Capitol Hill press conference, the Leadership Conference on Civil Rights (LCCR), which includes some 170 civil rights, consumer and labor groups, launched a national grass-roots effort to persuade Congress to pass the bill.

"Working Americans should be able to find the jobs for which they're qualified," said Antonia Hernandez, LCCR vice president. "They should be able to move as far in their careers as their talents can take them; they should be able to support their families. . . And they should be able to do all these things without being held back by any form of discrimination."

"The President's bill protects employers who discriminate," said Ralph Neas, LCCR's executive director.

The practical effect of the 1989 Supreme Court rulings is that working Americans who are discriminated against on the job have fewer and weaker avenues of redress. The rulings reduce a victim's options in seeking relief from discrimination and, in some situations, deny any relief at all.

The bill reaffirms the prohibition against both intentional discrimination and discriminatory practices. It also prohibits racial discrimination at all stages of a contract.

The labor-backed bill would return to a 1971 standard that requires businesses that use practices that have a discriminatory effect to justify those practices on the basis of "business necessity." Congressional research shows this test was well understood by employers and employees, and did not result in quotas.

The bill also would extend the same remedies for discrimination to women and religious minorities that are now only available to racial minorities.

The added provisions would establish a "glass ceiling" commission to study the underrepresentation of women and minorities in top level jobs and to study the issue of pay equity.

Battle lines drawn in family leave fight

By Mike Hall

Another battle is brewing between Congress and the White House over AFL-CIO-backed family and medical leave (H.R. 2).

President Bush vetoed similar legislation last year even though it won bipartisan support in both the House and Senate. The bill has earned bipartisan House support again this year, gaining 169 co-sponsors. The Senate version, S. 5, has 39 co-sponsors.

"It is my hope and belief, that after years of hard work, this will be year that American families receive the much-needed support that the passage of the Family and Medical Leave Act will provide," said Rep. Pat Williams (D-Mont.), chairman of the House labor-management relations subcommittee.

Two House subcommittees have marked up H.R. 2, and the bill is scheduled for a March 19 markup before the full Education and Labor Committee. Introduced by Reps. William Clay (D-Mo.) and Margaret Roukema (R-N.J.), the legislation would:

- Allow up to 12 weeks per year of unpaid leave for childbirth, adoption or the serious illness of an immediate family member (child, parent, spouse or self).
- Be available to employees who have worked at least 12 months and 1,000 hours for a public or private employer with 50 or more workers.
- Guarantee the worker the same or equivalent job upon return.
- Continue any pre-existing health benefits during the leave.
- Require the employee to give reasonable notice and, when possible, schedule the leave to accommodate the employer.

"Workers should not be forced to stay on the job when they are needed at home to help a mother with a broken hip, a husband going for chemotherapy or a child facing surgery," Bishop James W. Malone of the U.S. Catholic Conference in testified before the labor-management relations subcommittee.

About two dozen states have some sort of maternity, parental or family leave policies. But, as former New Jersey Gov. Thomas Kean testified, "For every state the laws look different. . . . That's just not fair."

The business community has geared up an anti-leave campaign, claiming the legislation would be too costly and intrusive — despite a General Accounting Office study showing it would cost only $5.30 a year per employee.

Capitol Digest

The House beat back an attack on the Davis-Bacon Act that could have cost the jobs of 40 percent of the workers covered by the law.

The House rejected, by a 244-173 vote, an amendment to the Emergency Supplemental Appropriations bill that would have allowed the Labor Department to implement helper and apprenticeship regulations that the AFL-CIO, Congress and courts have fought.

The regulations, developed in 1981, would have allowed contractors on federally funded projects to replace the laborers and journeymen covered by Davis-Bacon with "helpers." The helpers would receive no formal training and have little of hope of advancement in the construction industry. Estimates indicated some 40 percent of laborers would have been replaced, many of whom are minorities.

A federal appeals court in 1983 struck down those regulations saying they undermined the purpose of the Davis-Bacon Act. Congress also has repeatedly rejected efforts to repeal or water down the act.

The proposal would have abolished the employer-employee apprenticeship councils in 26 states and the District of Columbia, and it would have allowed out-of-state contractors to import apprentices.

In other congressional developments:

AIRLINE EMPLOYEES — Unions representing airline workers asked Congress to develop programs to keep the industry from devouring itself. Pilots, Flight Attendants and Machinists officials told the committee that regulations against foreign control of airlines should not be relaxed. They also said workers who lose their jobs when airlines are sold or merged should have a chance to follow their work to the company which acquires the old firm or its routes.

A coalition of flight attendant unions, including the Transport Workers, Teamsters and the AFA, also testified in favor of H.R. 14, which would establish duty time limits and minimum rest breaks.

WORKPLACE MONITORING — Bills backed by the AFL-CIO to prevent abuses from secret electronic monitoring in the workplace were introduced in the House and Senate. The bills (S. 516 and H.R. 1218) would ban secret monitoring and require notification to workers of any type of surveillance.

RECESS — The Congress will take its annual two-week Easter recess March 25-April 8. The AFL-CIO's Legislative Department asks state federations, central labor councils and legislative action committees to meet during the recess with members of Congress to press them for support on four major issues: anti-strikebreaker legislation (H.R. 5 and S. 55); denying "fast track" authority for a U.S.-Mexico free trade agreement; civil rights legislation, and family and medical leave legislation (H.R. 2 and S. 5).

Labor: 'Fast-track' authority slights trade issues

By John R. Oravec

Labor members of the federal Advisory Committee for Trade Policy and Negotiations urged Congress to reject President Bush's bid to extend fast-track procedures on both multilateral and bilateral trade agreements, particularly in dealing with the controversial U.S.-Mexico free-trade pact.

The White House wants to extend to mid-1993 the fast-track authority that limits Congress to an up-or-down vote on trade accords without amendments. Under current law, that rule would terminate June 1.

The trade advisory panel's labor contingent reiterated the AFL-CIO's concerns that the fast-track rule seriously limits public and congressional involvement in any discussions with Mexico, while diluting the lawmaking authority of Congress. Serving on the panel are AFL-CIO Vice President Jack Sheinkman, president of the Clothing and Textile Workers, and Economic Research Director Rudy Oswald.

"The U.S.-Mexico free-trade proposal has serious and far-reaching consequences for the two countries, and in particular for workers in both countries," the labor members stressed.

"Such an initiative requires a full and open debate to identify its effect on economic growth, wages, income distribution, the environment, and the quality of life in both countries."

The majority of the 44-member trade advisory committee (ACTPN), comprised of high officials from major U.S. corporations who were appointed by Bush and former President Reagan, recommended that Congress approve Bush's petition for extending the fast-track rule on trade negotiations.

Many of the companies represented on the panel have major manufacturing operations in the border maquiladora complex, as well as in other plants in Mexico.

Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue outlines labor's opposition to fast-track U.S.-Mexico free trade pact. At right is K. R. Whitmore, chairman of Eastman Kodak Co., who supported the administration's plan.

In underlining labor's concerns, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Congressional Competitiveness Caucus that fast-track approval of the Mexico trade pact amounts to "buying a pig in a poke."

Enactment of the proposed free trade agreement would be an economic and social disaster for U.S. workers and their communities, while doing little to help the vast majority of Mexican workers, Donahue said.

Citing the wide wage disparity between the two countries, Donahue noted that U.S. companies are already flocking to the maquiladora plants across the border to exploit Mexican workers who earn less than $1 an hour at the expense of U.S. jobs.

What Mexico needs is economic development assistance, much like the European Economic Community's efforts to help Portugal and Greece, and not a further drain on U.S. jobs, he stressed.

The prospects of a free-trade accord generating demand for U.S. exports to Mexico are unlikely, Donahue told the congressional caucus, dismissing claims by the administration's trade negotiators that there are 90 million new consumers in Mexico clamoring to buy U.S. products.

In Mexico, only about 10 million people are able to buy much of anything at all, Donahue said. Because of the severe wage disparity, the other 80 million gripped in poverty are merely trying to survive.

Donahue warned that fast-track authority could result in an agreement that would ignore serious problems that exist between the two nations.

The economic impact on U.S. workers is not addressed in the Bush administration proposal, nor are the concerns of environmental damage, dismal living conditions around the maquiladoras and worker rights, Donahue said.

Congressional leaders warned the White House that the failure of its trade negotiators to address the social and economic impact of the Mexico trade pact jeopardizes its bid for extending the fast-track rule.

In a letter to President Bush, Senate Finance Committee Chairman Lloyd Bentsen (D-Texas) and House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.) specifically cited the issues of environmental hazards, job safety and worker rights.

Whether a free-trade accord is approved by Congress "will depend on an assessment of whether the agreement has a net positive effect on jobs and wages in the United States," Bentsen and Rostenkowski wrote.

In February, the AFL-CIO Executive Council noted that hundreds of thousands of U.S. workers have lost their jobs to the maquiladoras.

"Hundreds of thousands more would see their jobs exported to plants throughout Mexico with the advent of a free-trade agreement," the council said.

Low-wage competitors bring down U.S. standards, study says

By John R. Oravec

Low wages in newly industrialized countries like Mexico are not only undercutting the earnings of American workers and the ability of U.S. manufacturers to compete in world markets, but they now threaten to stagnate international trade, an Economic Policy Institute study warns.

An immediate consequence of low-wage, high-productivity countries is the menace to the U.S. standard of living with the slippage of workers' real earnings, writes Walter Russell Mead in his treatise, "The Low-Wage Challenge to Global Growth."

Mead said evidence is lacking that wages are on the rise in developing countries — the raises that would be needed to narrow the labor cost gap and diminish the competitive advantage of low-wage producers. Instead, wages in advanced countries will decline to close the gap — a trend already under way.

"We now have concrete evidence to show that real wages have been declining in the United States since 1973 — clearly, the effect of manufacturing shifts to low-wage countries is a partial explanation of this trend," said Mead.

In testimony before the Senate, EPI President Jeff Faux cited the Mead report as evidence that a U.S.-Mexico free-trade agreement the Bush administration is trying to ram through Congress would undermine investment and wages in the United States while failing to improve pay or living standards of Mexican workers.

Mead's study shows that workers in developing countries continue to suffer from persistently depressed wages and poor working conditions. Because of the pay imbalance, workers in low-wage countries cannot afford to buy the manufactured goods imported from economically advanced countries, thus stifling trade. Both advanced and developing countries would suffer from the oversupply of unsold products, Mead observed.

It was a problem that Henry Ford addressed in 1914 with the advent of mass-produced autos. Stating that it didn't make any sense to mass produce cars if the "mass" of citizens couldn't afford to buy them, Ford raised the pay of skilled workers to $5 a day, about double the going wage, so they could buy the Model T they produced. The sticker price was about $825.

Not enough customers

"If workers in Mexico earn only a fraction of the wages of Ford workers in Detroit, but produce as many engines as Detroiters, then potentially we have a problem that Henry Ford would understand: too many Fords, not enough customers," Mead said.

Proponents of open-door trade policy have contended that low-wage countries also have low levels of output per worker, and thus do not undermine world competitiveness. But Mead points out that developments in technology have enabled the low-wage countries to increase output in key manufacturing sectors to about the same levels as advanced countries.

As an example, Mead shows that productivity in iron and steel making in Korea and Brazil have risen to about 60 percent of U.S. levels, but wages remained around 10 percent of the U.S. rate. As a result, the unit labor cost for iron and steel in the two countries averages about 17 percent of the cost for U.S. firms.

Mead also made these points:

- Imports of manufactured goods from developing countries grew 240 percent between 1980 and 1988, two-thirds faster than from developed countries.
- Output per employee in Mexico rose 2.2 percent per year from 1967 to 1985 while pay dropped 0.5 percent a year. Meanwhile, General Motors is doubling its work force in Mexico and Chrysler is already the country's second largest exporter.
- From 1975 to 1986, raw steel production per worker rose 38 percent in Japan, 83 percent in the United States, 76 percent in France and 266 percent in Korea. At the same time, steel industry employment rose 44 percent in Brazil and 87 percent in Korea, but fell 62 percent in the United States, 53 percent in France, 36 percent in Germany and 23 percent in Japan.

"The economic consequences of unit labor cost disparities will be serious for both developed and developing economies without an appropriate response from policy-makers," Mead cautions. "The long-term persistence of these unit labor cost differentials will have a profound and dangerous effect on the world economy."

Instead of assuming that market forces automatically would correct the problems, Mead calls for the adoption of a comprehensive economic strategy keyed to internationally recognized labor standards, including the prohibition of child labor, an appropriate minimum wage and the right of workers to unionize.

"Strong and free trade union movements in developing countries would serve as an important element of a stable international trade regime," Mead stressed.

Dismal labor standards

He notes that a garment worker in Bangladesh earns about 10 cents for a shirt that retails in the United States for $16. Hours are longer and holidays fewer for workers in developing countries. A Korean factory worker averages about two days off per month. "In Morocco, children as young as 7 years old work in Oriental carpet factories.

"Continued economic growth in a liberal trading order requires increased consumption and higher real wages among newly productive workers of the developing world."

Mead said that "balanced growth" would create new export markets for industries in advanced countries while expediting growth in the developing world.

"The alternative — continued reliance on export-led growth in developing countries and increasing sentiment for protection in advanced industrialized countries — serves the interests of no one and exposes all countries to serious risks."

Bill Burke/Page One Photography

Jobless workers in Prince George's County, Md., stand in line to file claims for unemployment benefits. Because of administrative fund shortfall, unemployment offices in many states have cut staff and services.

House bill would fix inadequate UI system

By Candice Johnson

A bill introduced in the House would reform the nation's unemployment compensation system, including the extended benefit program that now falls far short of meeting the needs of the unemployed.

The proposal, introduced by Rep. Thomas Downey (D-N.Y.) and supported by the AFL-CIO, calls for a federally funded extended benefit program to replace the combined state-federal system now in place. It also would limit state restrictions on eligibility and change employer financing.

Changes in the extended benefit program during the 1980s have made it difficult for states to "trigger" the additional 13 weeks of benefits for jobless workers. As the recession worsens, with more than 8.2 million workers jobless, just five states currently are eligible for extended benefits.

Under Downey's plan, jobless workers could receive nine weeks of extended benefits when a state's total unemployment rate reaches 6 percent, 18 weeks at a 7 percent state jobless level, and 26 weeks if unemployment hits 8 percent.

Changing the 'trigger'

Currently, workers can receive extended benefits only when a state's insured unemployment rate is above 6 percent — or when unemployment hits 5 percent and is at least 120 percent of the average of the past two years.

The insured rate counts only those workers actually collecting unemployment compensation — a much lower figure than the total number of jobless workers, which includes workers unemployed for longer than 26 weeks as well as those working in jobs not covered by the state unemployment system.

Michigan, for example, just "triggered on" to the extended benefit program, although total joblessness, now at 9.3 percent, has been above 6 percent for more than two years.

The federal extended benefit plan would be financed by an increase in the unemployment tax paid by employers. The program would increase the taxable wage base from the current $7,000 to the same base as the Social Security payroll tax, now $53,400, but would reduce the tax rate from 0.8 percent to 0.3 percent by 1997.

The proposed tax changes would bring in about $27 billion, while the program and benefits would cost about $24 billion.

Downey's plan also includes a federal job search assistance program, administrative funding reforms and limits on a state's ability to arbitrarily restrict eligibility for benefits.

Meanwhile, the House on March 7 voted 365-43 to approve an appropriation of $200 million to cover the administrative shortfall that is forcing state unemployment offices to curtail services. The Senate is expected to follow suit before the March 25 Easter recess.

Offices swamped

As the recession worsens, state jobless offices have been swamped by unemployed workers filing claims. The Labor Department reported that the number of new applications filed in the week ended Feb. 23 was more than the 508,000, the highest number in eight years.

The Bush administration had requested only $100 million for the supplemental payment, an amount that would not cover the shortfall, said Sen. Paul Sarbanes (D-Md.), chairman of the Joint Economic Committee.

"Waits of four to six weeks for benefit checks are not uncommon," Sarbanes said. "In many states, decreased staff and increased workload has resulted in waiting lines of up to six hours."

Jobless workers attested to the failure of the current unemployment insurance system during recent JEC hearings.

Joseph Cichowicz had worked for 11 years at the Georgia-Pacific Corp. plant in Reading, Pa., when he was laid off last June. When his jobless benefits expired in January, he was no closer to finding work, despite applying for more than 50 jobs. Cichowicz said people in his area were suffering and that job prospects seemed limited.

Frank Ortis and Mike Flynn, longtime Eastern Airlines workers and Machinists local union presidents, told the committee of their members experiencing lengthy delays or unfair denial of benefits, as program administrators seemed more concerned with limiting claims than meeting the needs of jobless workers and their families.

And despite the local's paying into the jobless compensation fund as an employer, those employees the union was forced to lay off experienced delays of more than six weeks in obtaining benefits, Flynn said.

AFL-CIO plans united endorsement procedure

By Michael Byrne
Bal Harbour, Fla.

While noting the dearth of presidential candidates this year, the AFL-CIO Executive Council approved the same general procedure for presidential endorsements for 1992 that the federation used for the 1984 and 1988 elections.

That careful, deliberative process is designed to keep labor unified and focused before consensus is reached on an endorsement.

The council in 1987 agreed that labor is best served by developing a consensus and that "it is in no one's interest for different affiliates to jump on someone's bandwagon before the AFL-CIO has a chance to make a decision," AFL-CIO President Lane Kirkland said.

Before the 1984 election, the AFL-CIO unions reached an early and overwhelming consensus for Walter Mondale and endorsed him for president at General Board and convention gatherings in October 1983. With no such consensus in 1988, the AFL-CIO endorsed Democrat Michael Dukakis after the Democrats and Republicans had both chosen their candidates. Prior to 1984, affiliated unions made their own choices and the General Board met only after the party nominating conventions.

The 1991 endorsement process "is subject to refinement and improvement," Kirkland said. "The important thing is that we work toward a collective decision." He pointed out that the federation took great pains to assure unity in 1987, reviewing the steps taken that year:

- Candidates from both parties were asked to respond to questions, both written and videotaped. By May 1987, the responses of all participants — seven Democrats and six Republicans — had been videotaped.
- The responses were printed in the AFL-CIO News and distributed to affiliates and state and local central bodies, for use in COPE and other union meetings. By October 1987, 13,000 copies of the videotape had been distributed and the printed responses had been circulated widely by the labor press.
- COPE tracked and developed materials on the delegate selection process for both the Democratic and Republican conventions. Since no consensus had developed before the conventions, labor delegates ran on various delegate slates, and ran uncommitted where possible.
- In August, after the party conventions, the AFL-CIO called a meeting of the General Board, which consists of the AFL-CIO Executive Council plus the president or principal officer of each AFL-CIO union and of the trade and industrial departments. The General Board votes its membership, that is, each union's per capita. The board endorsed Dukakis by the necessary two-thirds vote.

Unlike four years ago, when the arena was crowded with candidates from both parties, no one has yet to emerge to challenge President Bush, who is riding a wave of popularity in the wake of the Persian Gulf War triumph. With 19 months to go before the general election, however, the mood of the electorate could swing as the nation confronts its economic problems.

In his report to the council, COPE Director John Perkins noted that voters last year sent a message to incumbents: "not necessarily to throw them out, but certainly to make them sweat." Some incumbents were turned out, but many more were given very narrow margins of victory. In addition, three states — Oklahoma, Colorado and California — voted to limit terms of their representatives, as did the cities of Kansas City, Mo., and San Jose, Calif.

The council reaffirmed its opposition to constitutional amendments or ballot initiatives that would limit the terms of legislators, noting that it denies "citizens the right to vote freely for the candidate of their choice."

Perkins reported on the results of a survey that showed "one of the highest levels ever of electing COPE-endorsed candidates." Union members voted 70 percent for endorsed House candidates, 74 percent for endorsed Senate candidates and 69 percent for endorsed gubernatorial candidates, Perkins said.

He pointed out that COPE success continues to depend on up-to-date membership lists of AFL-CIO affiliates, predicting that "1992 will be a tough election year." Besides the presidential election, control of the Senate will be at stake, and many House seats may be open due to reapportionment and retirements.

Striker replacement, trade top IAM legislative goals

A bill to ban the use of permanent replacement workers and trade and health care reform were high on the agenda of the Machinists legislative conference, held March 3-5 in Washington.

More than 300 IAM members discussed their union's legislative priorities with key labor and political leaders, then met with members of Congress in afternoon lobbying sessions.

IAM President George Kourpias called on union members to use their political and communications skills, as well as legislative tools, to even the playing field between labor and management.

"Your work here is the opening shot in a battle to win the 1990s back for workers," he stressed. "Yours are the voices that members of Congress will listen to, because you can vote them in or vote them out," he added.

AFL-CIO President Lane Kirkland told the delegates that the federation launched its grass-roots campaign to convince Congress to end the contradiction in the law "that says you can lose your job for exercising your legally protected right to strike."

That educational effort is beginning to pay off, he said, as nearly half of the House and a third of the Senate have signed on as co-sponsors.

Before heading out to congressional offices, IAM members heard from Senate Majority Leader George Mitchell (D-Maine), Sen. Edward M. Kennedy (D-Mass.), Sen. Howard Metzenbaum (D-Ohio) and Rep. Marty Russo (D-Ill.).

Among other members of Congress who spoke or joined in grassroots workshop sessions were House Majority Leader Richard Gephardt (D-Mo.) and Rep. William Clay (D-Mo.).

Teachers: War heroes can lead education revival

By Candice Johnson

The Teachers are looking for a few good service men and women who are ready to move from the Persian Gulf War zone to the head of the classroom.

The more than 200 AFT delegates attending the union's legislative/political conference also discussed proposals for reform of the nation's education and health care systems.

AFT President Albert Shanker, noting that nearly half the nation's public school teachers will retire or leave the profession over the next seven or eight years, called for a comprehensive federal program to assist returning service men and women interested in becoming teachers.

The diverse backgrounds of the service personnel, the high numbers of minorities serving and their depth of experience and training make them attractive recruits to the teaching profession, Shanker said.

"Given that some of our returning soldiers will be looking to start a career, it just makes sense to bring their talents and energies into our schools," he added.

The AFT proposal calls for recruitment incentives to help service personnel learn about teaching as a career. These could include scholarships, loan programs or additional retirement benefits, including credit in the public retirement system for years served in the military.

The men and women who have served in the Persian Gulf can "contribute to the wave of innovation and vigor" needed to help tranform public education, Shanker said.

In the area of education reform, the AFT's legislative goals call for:

- A voluntary certification process for experienced teachers through the National Board for Professional Teaching Standards.
- Improved in-service teacher education, assessment and research.
- Expanded student loan and financial aid programs for needy students.
- Expanded early childhood education programs and Head Start.

The nation must turn its "ideas and energy to the home front" and work to realize the national goals for education laid out by President Bush at the 1989 national education summit, Shanker said.

Besides national health care reform, the AFT's legislative agenda includes: job protection for workers under a family and medical leave program; a ban on permanent replacement of strikers; extension of the tax exemption for employer-paid education and legal benefits, and a program to repair public facilities, including schools, offices and hospitals.

Among the conference speakers were House Majority Leader Richard Gephardt (D-Mo.), Sens. Arlen Specter (R-Pa.) and Kent Conrad (D-N.D.), and Democratic National Committee Chairman Ron Brown.

Bush assailed for abandoning states, cities

By Sharolyn Rosier

AFSCME criticized the Bush administration's failure to meet the needs of state and local governments and endorsed legislation to create a national health insurance system during its biennial legislative conference.

AFSCME President Gerald McEntee also cited passage of civil rights legislation and the Family and Medical Leave Act as among the union's top legislative priorities.

The administration has been unresponsive to the problems created by the deepening recession for state and local budgets, McEntee said.

"Bush's block-grant proposal is nothing more than a ploy to cash in on the fiscal desperation of so many state governments," he said. Under the Bush plan, states would get money now given directly to cities for specific programs, and could spend the money as they see fit.

"That's fine with the governors, but for the mayors unable to raise the additional revenues it's more like a political death sentence," McEntee said. "It is certainly a death sentence for many essential city services."

Municipal officials blame the federal government for their fiscal chaos. The federal government has decreased the amount of city revenue it provides from 17.7 percent in 1980 to 6.4 percent in 1990.

In calling for national health care reform, McEntee noted that 37 million Americans have no health insurance and three-fourths of those are workers and their families.

"The state of our current health care delivery system is a national shame," McEntee said. "Only the United States and South Africa have no national health care program for their citizens."

Senate Majority Leader George Mitchell (D-Maine) and House Speaker Thomas Foley (D-Wash.) told the 250 AFSCME activists that the nation's unmet domestic needs no longer can be ignored.

The United States spends over $600 billion annually on health care, more than any other country in the world, according to Mitchell. "Yet, more than 37 million Americans don't have health insurance and the number is rising by more than a million a year; two-thirds of them are persons who are employees or their dependents."

"The president says he seeks a new world order," Mitchell said. "We say, 'Join us in putting our own house in order.'"

Morning sessions during the three-day conference included a panel discussion on state and local fiscal crises, a workshop on reform of the Occupational Safety and Health Act and lobbying. Conferees spent afternoons on Capitol Hill, meeting with their representatives and senators to make labor's positions clear.

Other speakers included Sens. Edward M. Kennedy (D-Mass.) and J. Robert Kerrey (D-Neb.), and Reps. Patricia Schroeder (D-Colo.) and Major Owens (D-N.Y.).

Rick Reinhard/AFSCME

Rep. Patricia Schroeder (D-Colo.) tells AFSCME delegates that cities are "taking it on the chin." She said mayors ask of her, "What do we do to get more money out of Washington — declare war?"

UFCW targets strikebreakers, health care, OSHA reform

By Arlee C. Green

The Food and Commercial Workers political and legislative conference agreed to turn up the heat on Congress and the administration to gain enactment of measures banning permanent striker replacements, national health care and occupational health and safety reforms.

The more than 250 conference participants lobbied face-to-face on Capitol Hill for labor issues. They spent four days attending workshops on political education and labor's legislative goals and heard assessments of upcoming Hill action from members of Congress.

UFCW President William H. Wynn emphasized that "involvement in politics is an important part of citizenship. We have to get involved in all aspects of members' lives. We have to go beyond bargaining and get involved in politics. We need to protect our members on all fronts — in the state house, on Capitol Hill, and in the courts."

Wynn said it would take a "grass-roots effort that involves all workers to help create a new society for the 21st century," one where everyone is treated more humanely and where fair-minded people are elected to office.

AFL-CIO President Lane Kirkland stressed to the conference that union legislative activity is not strictly an inside-the-Beltway function. It's the "grass-roots support we get from our members in communities across the nation" that determines labor's clout in Washington.

"Labor's legislative challenges have never been greater," Kirkland told the group.

He pointed out that "our government responded to the crisis in the Middle East and it has responded to the savings and loan crisis — in both cases without moaning about budget deficits and who's going to pay the tab. Now it's time to address the hardships faced by millions of unemployed workers with something other than promises of tax cuts for the rich."

Kirkland called the judicially created paradox in the law that says workers cannot be fired for exercising their legally protected right to strike, but can be permanent replaced, a "distinction without a difference."

He urged too that the conference participants work to scuttle the Bush administration's push to put the U.S.-Mexico free trade agreement on a fast track, thereby eliminating the opportunity for amendment or debate.

Guest speakers included House Speaker Thomas Foley (D-Wash.), House Majority Whip William Gray (D-Pa.), and Reps. Charles Hayes (D-Ill.), John D. Dingell (D-Mich.), and William Ford (D-Mich.), who chairs the House Education and Labor Committee. Also speaking were Sens. Barbara Mikulski (D-Md.), Robert Packwood (R-Ore.), and Paul Wellstone (D-Minn.).

'Permanent replacements' chill bargaining process

Continued from Page 1

strikers and replacing them is too mystical for me to appreciate,'' Bieber said in describing the judicially created loophole that says it's illegal to fire workers for engaging in a legal strike, but okay to permanently replace them. ''It's just not fair,'' he said.

Testifying before the Senate subcommittee on labor, Donahue disputed a Bush administration contention that passing the legislation would undercut ''stiff competition in global markets.''

Eight out of the 10 major industrialized countries ''prohibit by law or custom the permanent replacement of strikers,'' Donahue noted. ''Among that eight are Japan and Germany, each of which is certainly holding its own in world markets.''

Tilt to management

Donahue also challenged the claim by Secretary of Labor Lynn Martin that striker replacement legislation would upset a delicately balanced collective bargaining system that has remained intact for 50 years.

''The assertion that S. 55 would upset a fair and well-established balance between management and labor is fiction. The truth of the matter is that S. 55 is but a single small step toward restoring some of the balance between employers and organized employees that obtained in 1938.''

Donahue traced the history of ''at least four major changes'' in the law — either judicially or legislatively — that shifted the balance toward management: stripping from unions the right to support each other with a variety of strike and boycott weapons; changing the definition so an employer no longer is required to bargain with a sincere desire to reach a settlement; undercutting picket solidarity by permitting resignations from the union and granting legal status to employer lockouts.

The endorsement of the legislation by the Catholic conference reflects general concern within various communities on the impact of ''permanent replacement'' workers.

Another community representative addressing the Senate panel was Charles Noonan, town manager of Jay, Maine, who testified of the devasting effect that replacement workers had in his town when, in 1987, the new owner of the International Paper Co. plant replaced striking workers.

''The permanent replacement workers weren't from Jay,'' Noonan said. ''Most of the former workers were, and had a $60 million impact on the economy. I don't see where socially or economically we will get back to where were were at least for a generation.''

Williams, testifying before the Senate panel, also disputed Martin's contention that ''the balance, as it exists today, has proven to be well-placed and in the public interest.''

''It is ironic that critics claim that the prohibition of permanent replacements will destroy a careful balance in our labor laws,'' Williams said. ''The opposite is true.''

The Senate hearing was the fifth held by Congress on permanent replacement legislation in less than 10 months. Grass-roots efforts are under way among trade unionists to push for both bills. H.R. 5, which has 202 co-sponsors, was marked up March 13. S. 5, with 31 co-sponsors, hasn't been scheduled for mark up.

The importance of passing the legislation is not lost on Karen Behnke, who worked at Curtis Industries in Ohio for 23 years before being replaced during a strike.

''I worked hard to earn enough to raise my kids, to build up a small pension, and to have self respect,'' she said. ''I am in danger of losing everything I worked for because the company decided to get rid of its workforce. I just don't understand why after 50 years of cooperating with the union, Curtis Industries suddenly decided to try to get rid of us.''

Issue of honesty

Williams said the issue comes down to honesty on the part of employers. ''Employers, aided by union-busting management consultants, have become increasingly adept at disguising what is impermissible — a lack of good faith in bargaining — to make it appear permissible — simple hard bargaining.''

The evolution of the professional union-busting industry has served to ''poison the well,'' Kirkland said.

''Some of the poison that has entered the picture in recent years has been the emergence of hired guns who look for these little loopholes and these little opportunities for union avoidance,'' he said. ''They have been encouraged and promoted by the organs of business enterprise — like the Chamber of Commerce, the institutional bodies that help in this process.''

Lane Kirkland testifies before House subcommittee.

'There ought to be a law'

REP. JOHN BOEHNER (R-Ohio): The example that you used about running an ad prior to negotiations beginning, isn't that an unfair labor practice?

KIRKLAND: No, not under the present law. It should be but it is not.

BOEHNER: But wouldn't it indicate an intent to bargain in bad faith, which is in fact an unfair labor practice?

KIRKLAND: By reason it is, by law it is not. In common sense it is. And I say to you it is. But the law does not say that.

BOEHNER: Obviously, union busting is an unfair labor practice.

KIRKLAND: No, it is not. Not under the Supreme Court's interpretation in the Mackay doctrine. That is precisely what I am here to tell you.

BOEHNER: There was a point made earlier that I wanted to get your reaction to. There have been fewer strikes. In my own mind, there have been strikes because of this judicially created permanent strike replacement doctrine, which is replacing the earnest desire for better working conditions and wages with fear. I would like you to respond to the question, of what is the reason for fewer strikes now.

KIRKLAND: I don't know if there is one generic explanation for the statistical trends in the number of settlements and the number of strikes. I suspect there are a variety of reasons.

Clearly, in the case of the industrial sector, one reason for fewer strikes is the damage that has been done to our industrial base, by the decline of our industrial capacity — the fact that more and more companies have found themselves in difficulties.

In many of those cases, when the trade union has come to the table and examined the facts and the circumstances, they have gone far above the call of duty in trying to help that company stay alive. We have had what is commonly called ''concession bargaining,'' because of that. I can cite you case after case where the trade union went to great lengths to rescue a company.

Chrysler could not have been saved and would not exist had it not been for the sacrifices and the investment of time and deferred wages that the UAW provided. The union joined with management in coming down to try and seek some help, a little assistance, in the form of guarantees, together with management and the Congress.

That is the kind of cooperative relationship and the kind of collective bargaining that we believe in. Collective bargaining is not a gravy train for trade unions, it is not a candy tree. Collective bargaining is a problem-solving process and when there are real problems it is a way to address them mutually, where each side can make appropriate contribution to the resolution of those problems. It does not always yield great increases or continual improvements for workers. It frequently has to address the problem of what do we have to do to save this place of employment and to save these jobs.

I regret to say that in many sectors of the American economy in recent years that has been the practical situation that we have had to face and deal with. We have gone to great and extraordinary lengths to do that.

Catholic Conference endorses ban on striker replacements

By Muriel H. Cooper

The U.S. Catholic Conference, the public policy agency of the nation's Catholic bishops, added its voice to the call for legislation to ban the hiring of ''permanent replacements'' for striking workers.

''The right to strike without fear of reprisal is fundamental to a democratic society,'' said the Rev. Frank Rodimer, bishop of the Paterson, N.J., diocese, in testimony before the Senate subcommittee on labor.

''I think we have to decide whether we will be a country where workers' rights are totally dependent on the good will of employers or whether we will be a country where the dignity of work and the rights of workers are protected by the law of the land,'' Rodimer said.

Rodimer reiterated the church's century-long recognition of the importance of unions and said it is especially appropriate for the Conference of Catholic Bishops to speak out on this issue because the Church is celebrating the 100th anniversary of Rerum Novarum, the first papal encyclical on modern Catholic social teaching. One hundred years ago the Church pointed out that protecting workers rights not only benefits the workers, but protects society as a whole.

''In previous generations, labor unions were the bridge to economic and social participation for newcomers, and union wages gave the kind of security families needed to raise children and build communities,'' he said. ''We believe workers need them now more than ever.''

Rodimer told the panel that he has watched with displeasure the erosion of the balance of power between management and labor. The bishop said economic and social changes have torn apart the cohesiveness of many communities.

''Forty years ago, when I became a priest, it would have been unthinkable for an employer in my community to respond to a strike by hiring permanent replacements. I am told that because of a Supreme Court decision in 1938, it would have been legal to do so. But employers then knew better. Union values permeated the community.

''Economic restructuring and social change have undermined the cohesiveness of our communities, and devotion to the common good is often sacrificed in pursuit of personal gain,'' Rodimer continued. ''In such an atmosphere, some employers feel free to use strikes as an opportunity to get rid of the union and collective bargaining and their union workforce.''

The bishop was one of several witnesses urging the Senate committee to quickly pass S. 55. The companion bill in the House is H.R. 5.

''When employers are allowed to offer permanent jobs to strikebreakers, strikers lose their jobs. It's that simple,'' Rodimer said.

Borrowing the words of Monsignor John A. Ryan, the first director of the organization that preceded the Catholic conference, Rodimer said:

''Effective labor unions are still by far the most powerful force in society for the protection of the laborer's rights and the improvements of his or her condition. No amount of employer benevolence, no diffusion of a sympathetic attitude on the part of the public, no increase in beneficial legislation, can adequately supply for the lack of organization among the workers themselves.''

FOCUS

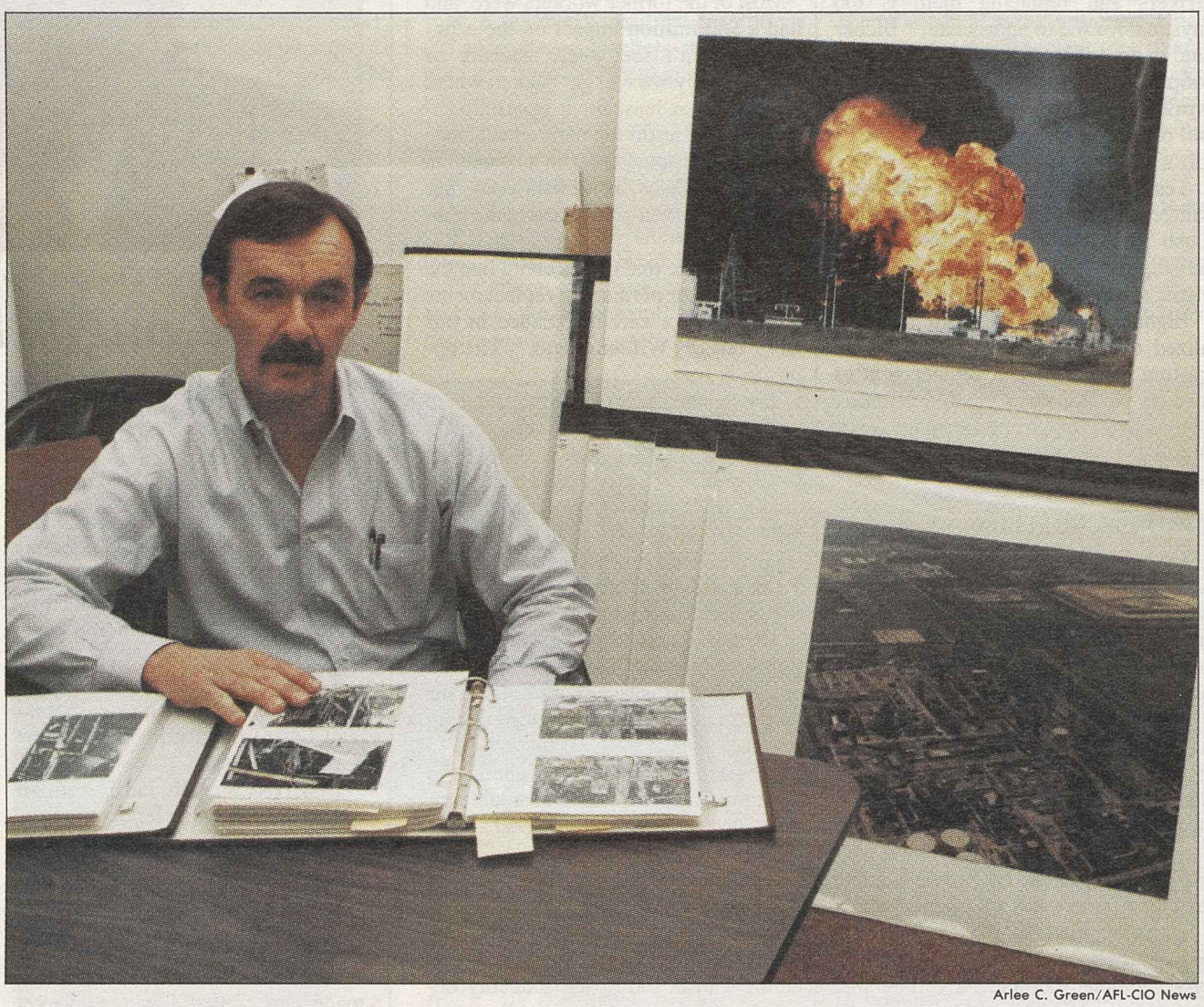
Workers seek OSHA reform 20 years later

Continued from Page 1

ers Memorial Day and the 20th anniversary of the law's enactment. By that time, labor-backed legislation will be introduced in Congress that would provide workers the opportunity to take an active role in job safety.

The legislation should require employers to have a worksite safety and health committee that provides full union and worker participation, Seminario said. The committee would have the right to meet, conduct inspections, investigate accidents and gain access to safety and health information.

Workers should have the right to act on job hazards, Seminario said. Trade unions fought the battle to win the right for workers to know about the toxic chemicals used on the job. Now, they need the right to act on what they know and the right to refuse dangerous work that threatens their lives, without fear of employer retaliation for exercising those rights.



Arlee C. Green/AFL-CIO News

OCAW committeeman C.T. Roberts reviews the record on the 1989 explosion at a Phillips petrochemical plant.

OSHA's legacy

Since OSHA's enactment, more than 245,600 workers have died from traumatic injuries received on the job, according to the National Safety Council. More than 100 million have been hurt on the job, Bureau of Labor Statistics show—despite chronic underreporting by many businesses. And upwards of 2 million more may have died from occupational diseases, according to figures derived from NIOSH data.

In 1989, the NSC estimated more than 11,000 workers died from traumatic injuries received on the job. BLS statistics collected only from businesses with more than 10 employees showed that 6.5 million workers were injured. Perhaps another 100,000 died from occupational illnesses, according to government estimates, as data collection in this area is hampered by the lack of a uniform reporting requirement. Throughout the years, however, the figures have remained nearly static despite OSHA's efforts to make workplaces safer.

Through four Republican administrations and one Democratic, OSHA's list of achievements has been sorely outstripped by its shortcomings and reluctance to act, Seminario said. The agency takes years to issue even moderate standards, prodded all the while by unions and often by the courts.

Even with that pressure, OSHA today has issued only a handful of comprehensive standards. Once issued, many of the rules are subjected to court review. The result is more dealy, with workers' lives awaiting the outcome.

Understaffed from the beginning, OSHA often seems to be walking a political tightrope, trying to meet its mandate without upsetting employer groups.

Ronald Reagan rode to victory in 1980 on a pledge to bury OSHA, Seminario noted. "While he didn't actually kill it, his budget cuts and directives so paralyzed the agency that it has not recovered yet." OSHA's performance remains far short of the goals Congress envisioned in 1970, she said.

Enforcement has been hamstrung by inadequate staffing, weak penalties, the need to rely on the general duty clause in the absence of specific standards and the lack of unhampered access to job sites, Seminario said. Legislation proposed by the AFL-CIO would bring OSHA penalties and enforcement into line with other federal environmental and safety and health laws, she said.

To further beef up enforcement, criminal sanctions against employers should be increased, she said, and OSHA should have the right to shut down jobs where there is imminent danger to workers. Special inspection programs should be mandated for high hazard industries and employers should be required to correct hazards that pose serious risks to workers, even though they have contested the citations.

A right to act

Workers and their representatives should have the right to contest all aspects of OSHA citations, including the failure to issue a citation, Seminario said. The unions also should have equal rights with management in OSHA settlement conferences, she said.

Despite OSHA's woeful record, OSHA Administrator Gerard F. Scannell recently told a House labor appropriations panel that the budget requested by the Bush administration is "adequate for our needs." The 47,000 planned worksite inspections for the next fiscal year are somewhat less than for the current year. But Scannell assured the panel that inspections would be of higher quality — "comprehensive, well-targeted inspections."

Further, Scannell declared that reform of the OSHA law would be "counterproductive," and that administrative measures may be all that is needed to improve the way OSHA's responsibilities are carried out.

"This is an argument nearly every OSHA administrator has used to blunt efforts to reform the act," Seminario said. "Time has exposed the act's and the agency's shortcomings. Now Congress must make the correction necessary to achieve the goals it set for the OSHA in 1970.

Updating the act

"Twenty years after passage of the act, there is still nothing that specifically covers the types of catastrophic accidents that have occurred lately in the petrochemical industries," she said. "After the explosion and deaths at Phillips, the company was cited by OSHA mainly under the general duty clause which remains a weak catchall. Workers must be empowered to act. There is no other answer."

Seminario said the act should be expanded to cover all workers. Millions of workers, including many state and local public employees and workers in transportation, agriculture and federal nuclear facilities, have little or no legal protections under the OSHA law.

Likewise, the law should direct OSHA to act quickly on serious job hazards and should limit political interference in the standard-setting process by the White House Office of Management and Budget, Seminario said. OMB reviews OSHA standards and regulations under the authorization of the Paperwork Reduction Act.

The continuing lack of complete and accurate statistics on occupational injuries, illnesses and deaths also must be addressed, Seminario said. New systems of reporting must be established so this data can be used in standard setting, inspection targeting and program evaluation, she said. Further, employers should be required to immediately report fatalities, serious injuries and catastrophes to OSHA.

To augment the data collection, statistics on injuries and illnesses collected by state workers' compensation systems should be coordinated with OSHA reporting, Seminario said. Compliance with the recommendations of the National Commission on Workers' Compensation also should be evaluated and legislation enacted at the state and federal level to address deficiencies in workers' compensation programs.

Life or death issue

The federation also is seeking improved monitoring of state OSHA programs and improved status and funding for the National Institute for Occupational Safety and Health (NIOSH), the research arm of OSHA. Workers at high risk of disease should be notified and a National Surveillance Program for Occupational Diseases should be set up, Seminario said.

Separate pending legislation would establish an OSHA Office of Construction Safety. The bill, introduced in the House by Rep. Joseph Gaydos (D-Pa.), would set up a system of multiemployer oversight and coordination for construction projects, require contractors to implement safety and health programs and maintain accurate records. It also would establish an academy to train OSHA inspectors and develop an inspection targeting system.

With workers' lives at stake, the battle for OSHA reform is a vital mission for labor, Seminario said. No one knows that more than C.T. Roberts, who lost friends in the explosion at Phillips and who has spent the past year working with the law firm that is handling worker suits against Phillips. "We want a voice in determining how safe our jobs are," he said. "Our lives hang in the balance."

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Workers to dramatize need to change law

By Sharolyn Rosier

nd the nation will rally this the third annual Workers paying tribute to those killed, ed on the job and focusing at- ed to reform the Occupational th Act.

re being planned by unionists Los Angeles, Fayetteville, hia, and Lansing, Mich. — eme "Safe Jobs. It's Our deration Safety Director Peg

other events, as has been the will depend on the participa- state federations and central izing events and activities in es and workplaces.

tivities

he four designated sites and will include marches, rallies, es, candlelight vigils, public ce, proclamations and educa- s.

ost effective action will be ef- al workers to improve their conditions, Seminario said. ns to conduct workplace look for and document job id. These inspections could be ith management or alone. ain purpose is for employees at they need a right to act on ary goal in the reform legisla- he AFL-CIO, she said.

personalize the annual remem- ping a list of the workers killed . The names of fallen workers memorial services or engraved memorials, Seminario added. btain names of persons injured ob from their employers, per- workers' compensation at- orkers compensation records, state job health and safety

onal Safety and Health Ad- ires that employers collect and s on workplace injuries and nployers are required to main- 00 Log, a complete listing of lnesses that result in death, lost ical treatment, loss of con- restriction or transfer.

sted every February and must e upon request to workers and lure to accurately report an in- is an OSHA violation and has llar fines in cases where com- d to record multiple incidents.

safety problems

Fayetteville, Philadelphia, Los nsing will call attention to the that have become epidemic in ies.

of the Philadelphia Central an attest to urgency of safety mbers the firefighters who lost year fighting a blaze in a lding where the occupants did health and safety regulations. same story year after year," e hope the events surrounding ial Day will alert the public to ter enforcement of health and

In California, the number of workers' compensation claims has continued to climb as a result of injuries on the job, according to the California Workers' Compensation Institute. The rising claims, in many instances, are the result of employer non-compliance with health and safety laws, said AFL-CIO Regional Director David Sickler.

Companies with good safety training, employee assistance and modified-work programs had one-fourth fewer workers' compensation claims than those without such programs, according to a recent study of Michigan employers conducted by the Upjohn Institute for Employment Research in Kalamazoo, Mich.

Companies with lower than average workers' compensation claim rates offered wellness programs or fitness resources, vigorous monitoring and correction of unsafe behavior, safety training for new or transferring employees and modified job assignments.

Dick Whitwam, Michigan AFL-CIO health and safety director, said workers in his state cannot hope to overcome mounting safety problems without the right to act and the right to refuse work that endangers the workers. "We gained the right to know in 1985," he noted, "but without the right to act and refuse, our mission cannot be accomplished."

Time for right to act

Health and safety at work is one of the greatest environmental concerns of the general public, a 1988 Roper poll conducted for the Environmental Protection Agency showed. For union members, that concern has translated into fights for health and safety provisions during contract negotiations.

The Clothing and Textile Workers recently secured an agreement with Sheldahl Corp. in Northfield, Minn., providing for the elimination from the workplace within two years of 80 percent of the methylene chloride, a cancer-causing chemical. In 1989, EPA listed Sheldahl as the 45th worst polluter in the United States, emitting more than 600 tons of methylene chloride into the air in one year.

The union had long suspected the presence of toxic chemicals at the facility, which manufactures electronic circuitry and laminated products. Even though workers complained of a chemical haze hanging over entire departments, OSHA was ineffective because of inadequate legal limits for many chemicals.

"OSHA's current standard-setting approach is inefficient and subject to too much political influence," said Dr. Linda Murray, an occupational health and safety physician in South Oglesby, Ill.

"I think it's absurd to have standards for air levels of toxics that we know don't really protect workers but are the result of political negotiation," she said, citing the substance-by-substance rule-making procedure as an example of the OSHA inertia.

At the beginning of this century, she notes, people went to work and accepted a certain level of accidents and diseases as part of their job. People did not think that they could do anything about changing the risks that jobs presented. "We're approaching this new century now, and clearly we can do something about it," she said.

Deadly industries

Workers killed on the job annually come from every economic sector. The deadliest industries, according to government statistics, are transportation, construction, mining and agriculture.

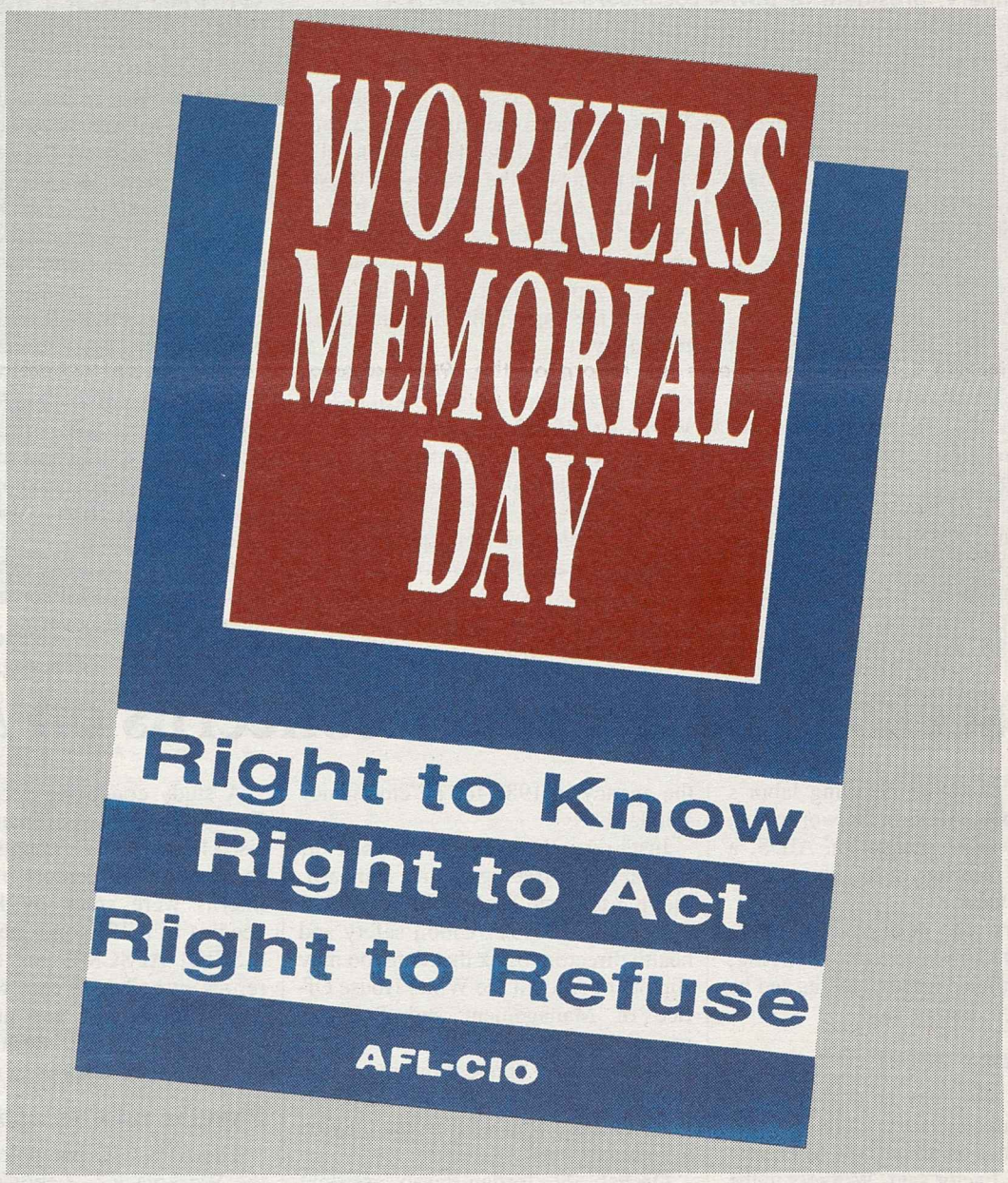
According to the Bureau of Labor Statistics, occupational injuries in the construction industry have increased by 100,000 over the past 10 years. Injuries in the service sector have increased from 650,000 in 1980 to approximately 1.1 million.

The increase in the service sector could be traced to the influx of workers in the industry. However, the construction industry has not made much progress in terms of improving health and safety regulations, said Seminario.

Younger, less experienced workers who may not be adequately trained are particularly at risk. Workers aged 20 to 24 have the highest injury rate and more than 40 percent of those injuries occur during the first year on the job, BLS figures show.

Estimates on the annual number of workplace fatalities vary from the BLS figure of 3,300 — a figure covering only the private sector and workplaces with more than 10 employees — to the National Safety Council's (NSC) estimate of more than 11,000 workers. Since 1971, the first year in which workplace injuries and deaths were recorded, the National Safety Council estimates there have been approximately 245,600 fatalities.

BLS figures are based on employers' injury and illness records, which OSHA audits have shown are subject to gross underreporting. The NSC uses state workers' compensation records and data from the National Center for Health Statistics.



Planning an event, getting supplies

A Workers Memorial Day kit is available for affiliates. The kit includes a poster, brochure, proclamation, camera-ready ad and clip sheet, suggested activities list, vendor list, a letter from AFL-CIO President Lane Kirkland, an order form and a sheet on which to report activities to the federation before April 28. Sponsors should send information and inquiries to Workers Memorial Day, AFL-CIO, 815 16th St., N.W., Room 303, Washington, D.C. 20006 or call 202/637-5366.

A videotape and radio public service announcement (PSA) also are available for the affiliates. The 10-minute videotape produced by the Labor Institute of Public Affairs features footage from previous Workers Memorial Day activities. The radio PSA has additional space on the tape for each affiliate to tailor the message to their community. The videotapes are $10 and the radio PSAs are $5.

The videotape and radio PSA are broadcast quality. Their use gives event sponsors an opportunity to reach a much larger audience.

Previous sponsors have used a wide variety of vehicles like educational workshops to call attention to job safety. Some have invited elected officials as well as members and leaders from community and religious groups, natural allies in the quest for safer workplaces and a cleaner environment.

AFL-CIO industrial hygienist Diane Factor (202/637-5210) and Sharolyn Rosier of the Information Department (202/637-5010) are available to help sponsors with questions.

OSHA chemical rule plan seen upholding status quo

By Arlee C. Green
Houston

Unless the Occupational Safety and Health Administration's proposed standard for the petrochemical industries gives workers a role in job safety and requires adequate training for contractor employees, it simply will be upholding the status quo, unions told an OSHA field hearing.

Workers as well as union officials testified for the Oil, Chemical and Atomic Workers and the Steelworkers, whose testimony also included the comments of the Chemical Workers (ICWU). Underscoring the proposal's shortcomings, the witnesses gave first-hand testimony on job safety problems in an industry where accidents have the potential to devastate entire communities.

At a similar hearing last fall, construction and industrial unions urged that workers be given a role in job safety, as well as other proposals for change.

Arlee C. Green/AFL-CIO News

Steven Tunbridge, safety chairman for USWA Local 7340, explains how his committee has gotten the company to buy the proper gloves for handling chemicals, and to replace paper masks with air-supplied ones. At right is Pat Flannery, president of USWA Local 8578 in Syracuse, N.Y.

Explosions continue

The Houston area has been the site of numerous industrial accidents, many cause by contractor employees. Explosions in August and October 1989 at the Phillips Chemical Co. in Pasadena, Texas, killed 25 workers and injured 262. A July 1990 blast at the Arco Chemical Co. in Channelview, Texas, killed 17.

Since the unions testified Feb. 27, six workers have been killed and 46 injured in accidents at four petrochemical plants in Texas and Louisiana.

The proposal says little about contractor employees, despite their widespread use in the industry, OCAW Vice President Robert Wages noted. Critical safety questions regarding contractors are reduced to one paragraph, he said, and "nothing in it references a single shred of the extensive and shocking evidence revealed during the one-year investigation of the industry by the John Gray Institute" — a study commissioned by OSHA.

"Essentially it is a ratification of the status quo," he said, arguing that petrochemical companies should be responsible for contractor employees' safety training or skills proficiency.

Four labor representatives have withdrawn from the 15-member steering committee set up to aid Lamar University's John Gray Institute in studying the use of contract workers in the petrochemical industry.

In a letter to OSHA Administrator Gerard Scannell, the union members protested efforts to divert and dilute the study and accused Scannell of holding secret meetings with industry representatives.

Wages objected to industry suggestions that management be allowed to handpick workers to serve on joint safety committees if OSHA requires such joint participation.

Since 1984, explosions and fires at OCAW-represented facilities have caused 81 deaths and 364 injuries. Wages provided the panel with a copy of the OCAW video, "Out of Control," which points out the underlying causes in many accidents — poorly trained contractor employees, an emphasis on profits before safety and the lack of worker input into safety. The panel viewed the tape following the day's testimony.

Jim Harrington, secretary-treasurer of the Beaumont, Texas, Local 4-243, works at Mobil Oil Co.'s refinery where, he said, steep maintenance cutbacks have led to the taking of "calculated risks."

He told of poor workmanship from contractor employees who are trained for six weeks, contrasting that with 42 to 48 months of apprenticeship for refinery craftsmen.

W.E. Sanders, secretary-treasurer of OCAW Local 4-449 in Texas City, told of contractor misdeeds, including faulty wiring of warning alarms. He urged that contractors be required to show proof they have completed a Labor Department-approved apprenticeship program, and that no contractor be allowed to perform work on a running process unit.

USWA safety director Michael J. Wright likewise scored OSHA's proposal for lacking worker participation and requirements for outside contractors and training.

A chemical process change at the Neville Chemical Co. plant near Pittsburgh, he said, caused problems that eventually led to a fire that killed Steelworker James G. Thompson in September 1989. Although the company knew of the problems, it did nothing, Wright said. OSHA cited it for an electrical violation, with a penalty of $420.

Had an adequate chemical industry standard been in effect, Thompson probably would be alive today, Wright contended.

Workers make a difference

USWA safety specialist James J. Valenti said workers think job safety is too important to be left to managers. He urged that workers have the right to take appropriate steps when a process begins to exceed safe operating limits, even if it means shutting down the process.

Workers also should be allowed to participate in development of the hazard analysis, incident investigations and all safety audits, Valenti told the hearing panel.

Steven Tunbridge, safety chairman for USWA Local 7340 in Reading, Pa., highlighted the need for worker participation by telling how his committee initiated an investigation of toxic fumes that blew down from a rusted vent pipe onto the workers.

While the problems were corrected, he said, a 42-year-old operator died six months after discovering he had contracted cancer.

Educational effort seeks to cure worker concerns on AIDS

By Arlee C. Green

The fear and phobias generated by the AIDS epidemic are a greater problem than actual exposure to AIDS in the workplace, the AFL-CIO said.

The federation is conducting an education program, attempting to protect members from discrimination while providing health and safety solutions to workers exposed to infected blood on the job.

AIDS is a union issue because it is a workplace issue, AFL-CIO industrial hygienist Diane Factor stressed.

"In protecting the occupational rights of HIV-infected workers, in educating members about AIDS, and in providing information and support to the front-line workers whose jobs may expose them to contaminated blood, unions can make a difference," Factor said.

Nearly one million persons in North America are infected with the human immunodeficiency virus (HIV) that causes the disease, according to World Health Organization estimates.

The virus is spread solely by sexual or blood-to-blood contact, Factor emphasized, noting it also can be passed on from an infected pregnant woman to her baby.

Through a five-year grant from the Centers for Disease Control, the AFL-CIO and several affiliates have worked to develop a trade union program that includes a pamphlet detailing labor's concerns about AIDS in the workplace, a shop stewards' manual on AIDS, a two-day training seminar and a 15-minute video.

"Workers who develop HIV infection or AIDS still need to earn a living, receive continued health benefits and be productive," Factor said.

Information about risk

Workers who may be at risk of exposure to infected blood on the job also need information about how to protect themselves, Factor said. Workers in the health care industry, corrections facilities, mental health institutions and emergency response jobs may face this risk.

In 1989, an AFL-CIO convention resolution stressed the need for educating workers and the public about AIDS. It committed the federation to work for increased health protections for those workers whose jobs put them at risk.

The AFL-CIO also pledged to lobby for increased funding for AIDS research, education and social and health services.

The resolution also urged the Occupational Safety and Health Administration to issue a standard on blood-borne infectious diseases, noting that a number of unions had petitioned the agency in 1986 for an emergency standard.

Just recently, OSHA revised its timetable for issuing such a standard, moving the date back from May 1991 to September 1991. Union safety and health directors think that date too may slip out of reach if the White House Office of Management and Budget's review becomes excessive.

Further, the convention resolution said that testing for HIV should be offered to those who want it, but only on a voluntary basis.

On Feb. 22, Jordan Barab, assistant director for health and safety at AFSCME, testified at a Center for Disease Control hearing in Atlanta that testing and restrictions for health care workers "simply will not be an effective public health tool to minimize the risk of worker to patient transmission of HIV."

Any such testing, whether voluntary or mandatory, would have to be continual, Barab noted, because of the time lag before someone registers HIV-positive.

He urged the agency to work toward developing safer surgical and other medical procedures and devices, and encouraging training programs for health care providers on new infection-control techniques and universal precautions.

A study conducted recently by the Service Employees-affiliated San Francisco Interns and Residents Association showed that 25 percent of all medical interns were stuck by HIV-infected needles in a 12-month period.

SEIU, AFSCME and other unions representing health care workers have urged health care and nursing home facilities to use self-sheathing needles to reduce the instances of needlesticks.

Popular misconceptions

The AFL-CIO pamphlet, "AIDS in the Workplace — Labor's Concern," details how the virus is transmitted and answers the popular misconceptions about HIV and AIDS, Factor said. Basic information is provided on how workers whose jobs expose them to infected blood can protect themselves. A chart explains what happens to the health of someone who has been infected with the virus.

A two-day train-the-trainer program has been developed for local union educators, shop stewards and health and safety committee members. It is conducted by two AIDS educators hired under the grant, Factor said.

Information is available on the pamphlet, steward's manual, video and training program from the AFL-CIO Department of Occupational Safety and Health. Call 202/637-5210.

'Right-to-work' laws put states at disadvantage

By Sharolyn Rosier

The 21 states with "right-to-work" laws continue to lose ground to free collective bargaining states in per capita income, average hourly earnings and unemployment compensation, an analysis of government figures reveals.

The compulsory open-shop states also lag behind the rest of the nation when it comes to fair employment practices laws, state minimum wage legislation, spending on public schools and infant mortality, according to the study, which is based on 1989 statistics compiled by the U.S. Labor and Commerce Departments.

In free collective bargaining states, the average per capita income is $3,120 more than in "right-to-work" states. The average per capita income of the 29 free collective bargaining states and the District of Columbia, at $18,689, is higher than the national average per capita income of $17,596.

Of the 21 "right-to-work" laws now in existence, only two — Louisiana and Idaho — have been enacted in the 28 years since 1963. The per capita income in those states has decreased since they adopted "right-to-work" laws.

Louisiana's per capita income was $1,163 below the national average in 1976, when it passed a "right-to-work" law. In 1989, the per capita income was $4,675 below the national average.

Idaho's "right-to-work" law went into effect in 1986. The state's per capita income dropped from $3,079 below the national average in 1985 to $3,889 below the average in 1989.

Similarly, the per capita income in Kansas fell from just above the national average in 1958, when it passed a "right-to-work" law, to $1,098 below the national average in 1989.

Wyoming passed its "right-to-work" law in 1963, when the state's per capita income was $6 above the national average. By 1989, per capita income was $3,088 below the average.

While millions of workers sought unemployment benefits in 1989, "right-to-work" states provided only 14 percent of its jobless benefits at or above the national average of 33 percent. Among free states, 53 percent of the unemployed were provided benefits at or above the national average.

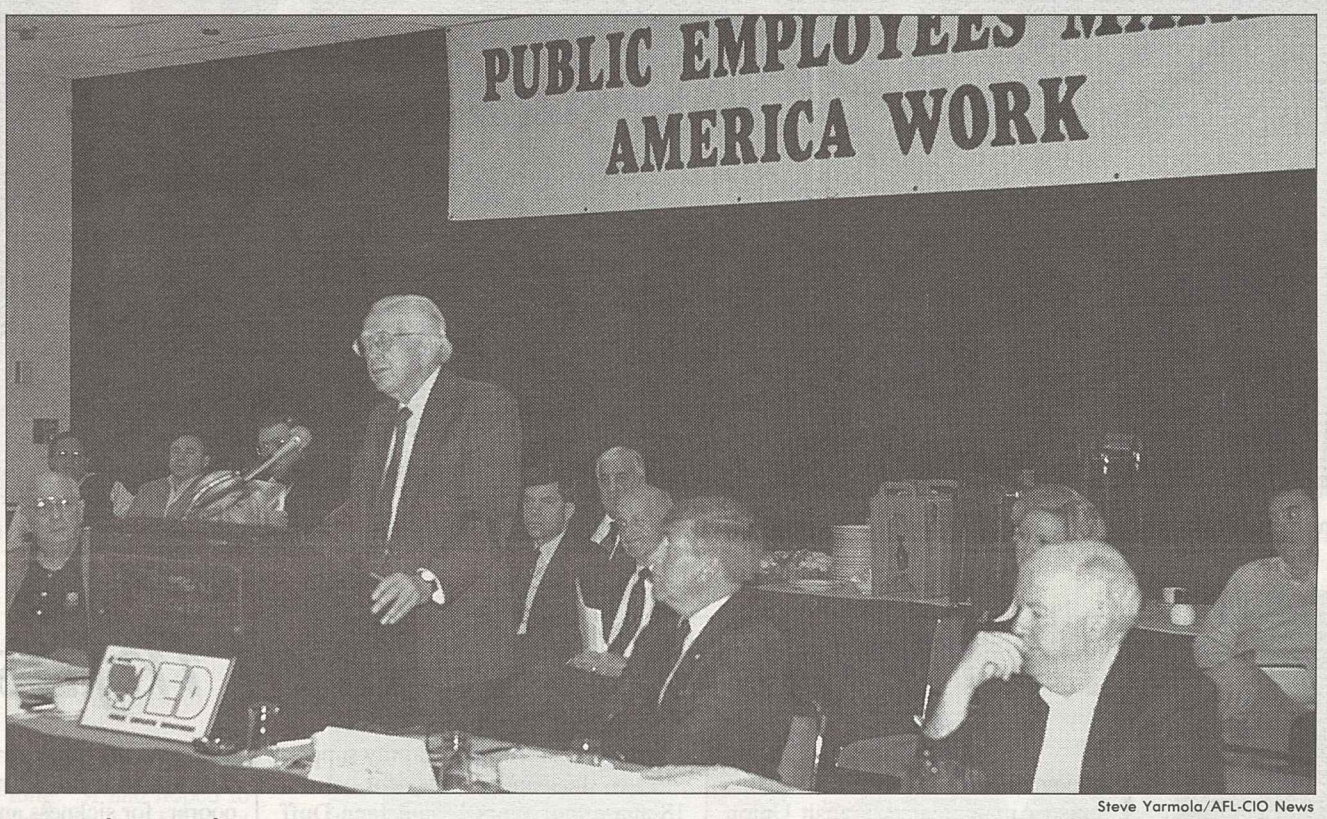
Idaho, Kansas and Tennessee were the only "right-to-work" states to provide unemployment benefits to the jobless at or above the national average.

Although productivity rose 4.9 percent in 1989 in manufacturing, the average hourly earnings of production workers was $9.50 in "right-to-work" states, compared with $10.94 in the free bargaining states. The national average was $10.47.

In addition, "right-to-work" states lagged far behind free states on social indicators. For example, only 5 percent of the "right-to-work" states are above the national average of expenditures per pupil in public schools. Fifty-seven percent of the free states are at or above $4,557, the national average.

High infant mortality rates usually are associated with poverty, poor nutrition and lack of access to prenatal health care services. In 1987, 67 percent of the free states had rates at or below the national average of 10.1 deaths per 1,000 live births. By contrast, only 48 percent of the "right-to-work" jurisdictions were at or below the national average.

The report, "Economic Comparisons between Right-to-Work States and Free Collective Bargaining States," is a regular study of government data by the AFL-CIO Department of Economic Research. Copies of the 1991 edition may be obtained by writing the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.



Steve Yarmola/AFL-CIO News

States and municipalities are reeling from massive fiscal crises because of the "fend-for-yourselves" policies that the Reagan and Bush administrations had dumped on them, Sen. Howard Metzenbaum tells the Public Employee Department's executive council. Speaking at the PED mid-winter meeting in Bal Harbour, Fla., the Ohio Democrat called for federal programs to address the problems of gaps in health care coverage, underfunded schools, shifting tax burdens and the nation's crumbling infrastructure.

ACTWU fight saves jobs at Health-Tex

By Candice Johnson

A yearlong campaign by the Clothing and Textile Workers to block the forced liquidation of Health-Tex Inc. until a buyer could be found has paid off. ACTWU recently reached a collective bargaining agreement with the new owner, VF Corp.

As part of that agreement, VF Corp. will keep open the company's remaining manufacturing plants and will continue to produce Health-Tex brand clothing in the United States. ACTWU represents about 1,500 Health-Tex workers in three states.

Final arrangements of the sale are expected to be completed over the next several weeks.

"Health-Tex employees showed that workers and their unions can and will fight to keep their jobs," ACTWU President Jack Sheinkman said. "We made the banks take responsibility for fixing the shaky restructurings that were thrust upon healthy companies in the buy-out mania of the 1980s."

Once one of the nation's largest manufacturers of children's clothing, Health-Tex faced deep debt after it was taken over by Chesebrough-Pond's Inc. in a leveraged deal in 1985. When banks began pushing for liquidation last spring, ACTWU and union members began a concerted campaign to find a buyer and save their company.

Delegations of Health-Tex workers, working with other unions, held demonstrations at offices of the consortium of 10 banks holding Health-Tex loans, and mobilized support from other depositors. Union demonstrators set up informational picket lines and sought meetings with officials at NCNB Corp. in Charlotte, N.C., Ameritrust Corp. in Cleveland and other banks.

The effort also won the support of employee pension funds, public officials and other pension fund investors who called on the banks to give the buyout search more time.

ACTWU's position from the outset was that "Health-Tex is fundamentally a solid company, despite the debt problems of the 1985 leveraged buyout," Sheinkman said, adding, "we just needed the time to find the right buyer. VF Corp. brings a new set of strengths to Health-Tex and we are pleased by the sale."

FAST: DOD should buy American food products

Bal Harbour, Fla.

The AFL-CIO's Food and Allied Service Trades Department endorsed legislation prohibiting the Department of Defense from buying food and related products not packaged in the United States or its territories.

The annual board meeting also heard from Alan McMillan, deputy undersecretary of labor for OSHA, who noted the agency's new civil penalties took effect March 1. Under the new penalties, willful violations carry a minimum fine of $5,000.

Although OSHA won the praise of FAST President Robert Harbrant for its cooperation with the department on several issues, and the board supported the greater use of criminal penalties, FAST expressed its wariness of OSHA's current initiative to establish model safety programs in hazardous industries such as meatpacking.

In other business, the board heard reports on the department's activities on behalf of several legislative initiatives, including family leave, national health care reform, strikebreaker legislation and fish inspection.

The board also called for the filling of vacancies in the Labor Department and expressed concern over continued U.S. imports from the People's Republic of China.

Danny Beagle, information officer of the Longshoremen and Warehousemen, previewed for the board a PBS program, "We Do The Work," which depicts the lives of workers.

The board also received a report on the anticipated impact of the unified European economy on workers in the food and allied trades.

Finally, the board discussed its efforts to assist the Council on Economic Priorities develop a workplace issues category for its best-selling "Shopping For a Better World Guide."

Panel describes need for major educational reform

Bal Harbour, Fla.

Calling the nation's education and training system "seriously flawed," the AFL-CIO Committee on Education called for major reform in its report to the Executive Council.

The committee, chaired by President Marvin Boede of the Plumbers and Pipe Fitters, commended the traditional apprenticeship programs of the building, metal and printing trade unions which, through a combination of on-the-job training and classroom instruction provide real opportunity for thousands of young workers.

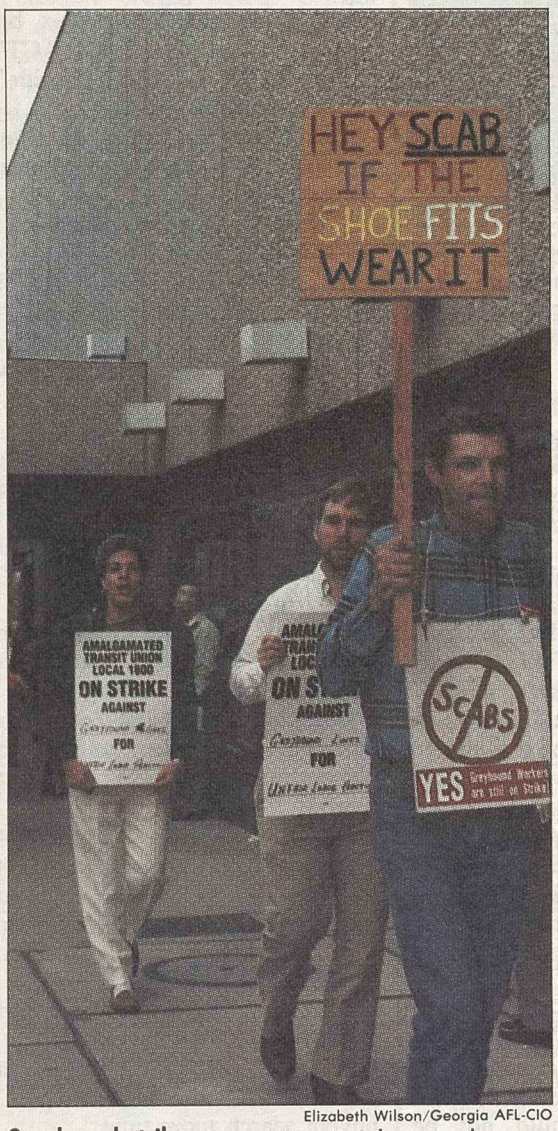
In contrast, most young adults under age 25 who do not continue their schooling after high school "lack the opportunity to be trained for more than a dead-end job," Boede said.

Constantly changing technology, the structuring of the U.S. economy and intense competitive pressures require a major overhaul in the nation's training and education system, the report said. But existing training programs that have proven effective "should not be harmed" by initiatives, the committee stressed.

"On-the-job training and related classroom instruction must provide workers already on the job, as well as those in training, with adequate safeguards against employers seeking low-wage, disposable workers," the committee added.

Michael K. Osborn/Colorado Labor Advocate

In Denver, unionists remember Bob Waterhouse, a Greyhound striker killed last year by a scab driver.



Elizabeth Wilson/Georgia AFL-CIO

Greyhound striker supporters picket at the Atlanta bus terminal.

Greyhound: A year of injustice

By Muriel H. Cooper

Trade unionists from AFL-CIO unions joined Amalgamated Transit Union workers March 2 in six regional rallies marking the first anniversary of the ATU's strike against Greyhound Lines Inc.

More than 9,000 drivers and clerks were forced to strike last year over Greyhound's demands for wage cutbacks, and benefit reductions for newer workers.

More than 700 strikers from Milwaukee, Denver, Atlanta, Syracuse, N.Y., Dallas and Portland, Ore., walked picket lines, listened to speeches from union supporters, shared hardship stories and offered family support.

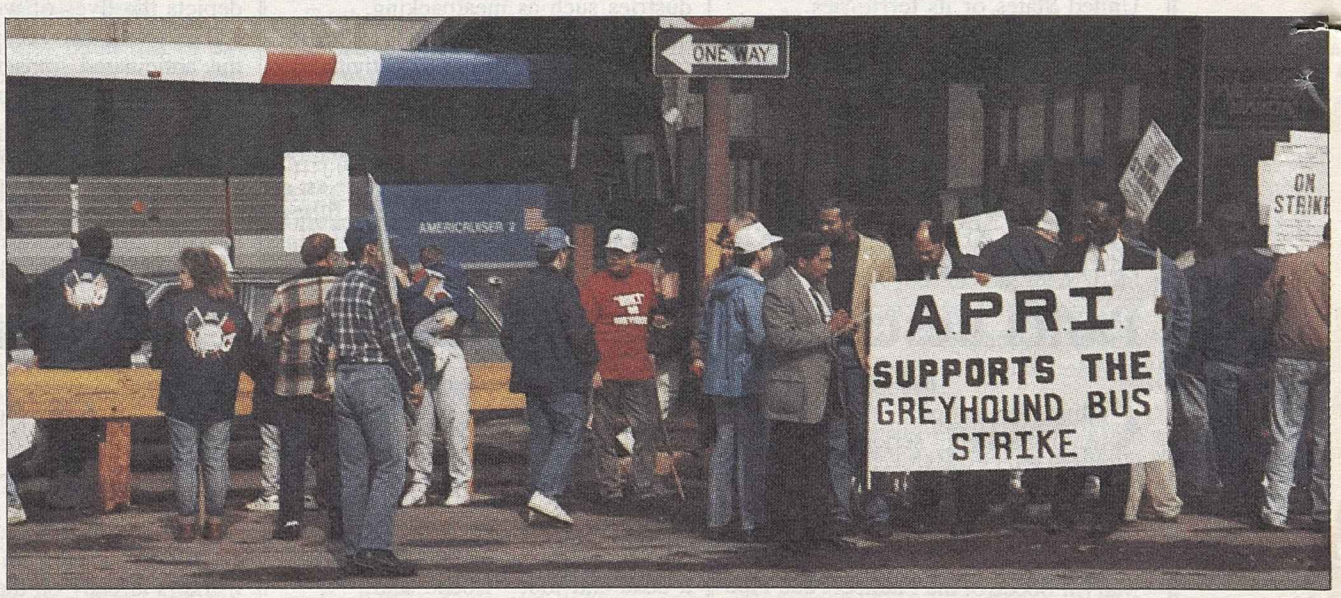
"My husband drove for almost 18-and-a-half years," said Jann Duff, wife of Dennis Duff of Vancouver, Wash. "It's been difficult for him to get a job because of his age. They look at the age factor. It's almost like discrimination, but how do you deal with that?

"Financially, it's been very, very difficult for the last year, with him not being able to get a job and having to take odd jobs. It's hard trying to find something that will bring in even three-fourths of his original income," she said.

Strikers and their spouses have described the past year as a test of faith. "I married my husband for richer, for poorer, for sickness and in health, good times and bad, and I stand by that," said Duff. "It's not the drivers fault. They took a cut in wages eight years ago to keep the company going."

Striking bus driver John Schauer of Milwaukee noted that "once legislation is passed, companies will have to bargain with the people who helped build these companies. I didn't think the strike was going to last this long, but now I think they are out to bust the union," said the 15-year veteran of Greyhound.

Atlanta bus driver Helen Withers-



Ed Barr/ATU Local 1610

Elizabeth Wilson/Georgia AFL-CIO

Milwaukee Labor Press

Unionists confront a scab-driven Greyhound bus in Atlanta (above left), while Milwaukee demonstrators march in front of the terminal.

poon also said she was surprised the strike lasted so long. "I had hoped to make a settlement," she said. "I loved my job and would like it back. More of us are in the age bracket where we can't get a job past 40."

And even those under 40 are finding it hard to secure a job. "I've become Mr. Mom," said 27-year-old Texas driver Curt Elliott. "My wife works and I stay home and take care of the kids.

"I really liked my job at Greyhound. It devastated me because you train so hard to drive, get a job that you really enjoy and then the rug is jerked from underneath you."

Milwaukee Labor Press

Milwaukee trade unionists rally for a ban on "permanent replacement" workers.

Milwaukee Labor Press

Officials from the A. Philip Randolph Institute join in a solidarity rally at the Greyhound bus terminal in Syracuse, N.Y. (left). In Milwaukee, unionists block the exit of an airport-bound bus (right).

ECONOMY

Jobless rate jump signals deeper recession

By John R. Oravec

Nearly 450,000 workers joined unemployment lines in February as the nation's jobless rate surged to 6.5 percent, the highest level in four years. The jump from 6.2 percent in January was the sharpest one-month increase since 1986, the Bureau of Labor Statistics said.

According to the BLS household survey, 8.2 million workers were counted as unemployed last month. That is an increase of 1.6 million since the onset of the Bush recession last June, when the rate was 5.3 percent.

"The February unemployment figures clearly indicate a worsening recession," the AFL-CIO said in statement, "not the near-end to a mild downturn that is portrayed by the Bush administration."

The federation called on Congress and the Bush administration to institute new job recovery programs, as well as to address the "the suffering of millions of jobless workers and their families by reforming the extended benefits program and establishing standards to increase coverage for jobless workers."

In addition to the 8.2 million officially jobless, AFL-CIO chief economist Rudy Oswald noted, another 7 million were affected by partial or total unemployment — 6.1 million in part-time jobs because they could not find full-time work and 900,000 discouraged workers who have given up looking for work because of the depressed jobs market.

Over the month, the number of involuntary part-time workers jumped by 550,000, BLS said, and is 1.2 million above the number that prevailed throughout the first half of 1990.

Before seasonal adjustment, BLS said, 8.9 million workers were counted as unemployed in February. But because of severe limitations in the federal-state unemployment insurance system, only 4.1 million jobless workers were drawing benefits last month. That left 4.9 million others without benefits.

Manufacturing hit hardest

Employers in non-farm industries slashed payrolls by 185,000 in February, including a drop of 125,000 in the manufacturing sector. More than 1 million factory jobs have been wiped out since January 1989, BLS noted.

Most of February's losses came in the better-paying durable goods jobs — industrial machinery, autos, transportation equipment and fabricated metals.

In the services sector, employment in retail trade fell by 70,000 and in transportation by 35,000 — stemming largely from airline job terminations and layoffs. Employment also declined by 25,000 in wholesale trade and by 10,000 in finance, insurance and real estate.

There was a slight pickup in construction of 27,000 jobs after a long string of losses totaling about 425,000 since last May. Health care jobs increased by 30,000, BLS said.

BLS Commissioner Janet L. Norwood told the Joint Economic Committee of Congress that February was the seventh consecutive month in which more industries posted job losses than increases. She said adult men bore the brunt of the unemployment surge as their rate jumped 0.7 of a percentage point over the month to 6.3 percent — up 1.7 points from February 1990. And as job opportunities deteriorated in the services sector, the rate for adult women edged up to 5.4 percent, climbing 0.7 of a point from a year-ago.

Harder-hit by the slumping economy were minorities as the February rate for blacks was 11.9 percent and 9.5 percent for Hispanics, Norwood noted.

Six large states logged jobless rates above the 6.5 percent national average. Slumping auto production drove up Michigan's rate 2.6 to 9.8 percent, while the rate in Massachusetts rose 0.7 of a point to 9.3 percent. The rate climbed 0.4 to 7.4 percent in California; 1 point to 7.1 percent in Florida; 1.1 points to 7 percent in Ohio, and 0.4 to 6.7 percent in Pennsylvania.

Those six states accounted for 3.1 million of nation's more than 8 million jobless workers.

Meanwhile, the three major automakers — General Motors, Ford and Chrysler — disclosed plans to lay off more than 57,000 workers at assembly plants in the United States and Canada for one week or more starting March 18. Industry analysts said the auto companies are concerned about the long-term impact of the sales slump, despite the end of hostilities in the Persian Gulf region. Administration economists have contended that the recession would taper off when the shooting stopped.

Public sector furloughs

But recovery from the rising unemployment situation is a long way off, even for public employees who are now facing layoffs and unpaid furloughs in many states and municipalities. New York has laid off 1,000 state employees and Pennsylvania has removed 1,500 workers from its payrolls. New York's budget for the next fiscal year targets 18,000 more state jobs.

Similar reductions are expected in other northeastern states as governors encounter severe budget crunches with the faltering economy. AFSCME estimates that at least 50,000 state and local jobs could be wiped out nationwide by layoffs and early retirements.

Several states are putting employees on unpaid leave. Rhode Island shut down most state offices and instituted its first of 10 unpaid holidays March 15 for its 18,000 employees in 1991. That translates into pay cuts of hundreds of dollars for each state worker.

Current account trade gap narrows; U.S. debt worsens

The U.S. current account deficit — a broad measure of foreign trade in goods, services and investments — widened in the fourth quarter of 1990 to $27.8 billion. However, the Commerce Department reported, the deficit for the entire year slipped to $99.3 billion. That is the first time it has been below the $100-billion mark since 1984.

Even so, the deficit in merchandise trade remained above $100 billion, with manufactured goods accounting for more than $90 billion of the 1990 shortfall.

Despite the improvement in the current account ledger, the U.S. position as the world's largest debtor nation worsened. At the end of the year, the net difference of what American interests owe to foreigners totaled more than $760 billion. At the current pace, the debt could climb over $1 trillion in less than three years.

The United States had been a leading creditor nation until the mid-1980s, after it began piling up huge trade deficits.

In other developments:

- The government's index of leading economic indicators dropped 0.4 percent in January, the sixth monthly decline in succession. The gauge of future economic activity has not advanced since a 0.1 percent rise in June. It was flat in July.

Six of the 11 components that comprise the index contributed to January's decline. The sharpest drop was in the average workweek, followed by falling building permits, vendor performance, money supply and stock prices. Five components rose. The strongest gain was in factory orders for consumer goods and materials.

- Housing starts plunged 12.8 percent in January to an annual rate of 850,000 units, the lowest level since the Reagan recession in 1982, Commerce Department reported. The January starts were 45 percent below the year-ago month.
- The skyrocketing gas pump prices following Iraq's invasion of Kuwait brought booming profits for U.S. oil companies. A roundup by the Wall Street Journal showed that fourth quarter net income for the nine major U.S. integrated oil companies was 666 percent over the comparable 1989 period.
- Nonfarm business productivity edged up 0.1 percent in the fourth quarter, but dropped 0.8 percent over the year, the Labor Department said. Fourth quarter output fell at an annual rate of 2.7 percent, paralleling the decline in work hours. For the year, hourly pay rose 3.5 percent, but real earnings dropped 1.8 percent after adjustment for inflation.

In the manufacturing sector, which has been hit the hardest by the recession, productivity declined at an annual rate of 1.6 percent in the October-December period while factories slashed work hours 8.6 percent.

But for all of 1990, manufacturing productivity rose 3 percent even though work hours fell 2.1 percent.

Chrysler Corp.

Chrysler's pace-setting prototype Viper V-10 roadster.

UAW-made Viper to pace Indy

To the cheers of union members, the American-made Dodge Viper took the checkered flag as the official pace car for this year's Indy 500.

Citing a surge of national patriotism, Chrysler Corp. said it was sidelining the Japanese-made Dodge Stealth in favor of the Viper for the 500-mile Memorial Day race at the Indianapolis Motor Speedway.

The shift was welcomed by William Osos, director of UAW Region 3 in Indianapolis, who was among the first and most vocal proponents for running a U.S.-built pace car. UAW members make the prototype V-10 Viper roadster.

"Having the Dodge Viper pace the Indy 500 showcases the pride taken by UAW members in the workmanship and their commitment to quality," Osos said. "We think that's entirely appropriate for this premier American sporting event."

Race organizers had given Chrysler the green light some time ago to provide the pace car for the 1991 Memorial Day event, but they ran into sharp criticism when the Stealth was tapped last September. The Stealth is built by Chrysler's Japanese affiliate, Mitsubishi.

As pressure mounted, Chrysler and speedway officials got the message. They agreed to shift gears.

Tony George, president of the Indianapolis Motor Speedway said, "IMS's philosophy continues to be to support domestic manufacturers as they compete in today's global automotive industry."

Newsmakers

Dick Warden, the UAW's legislative director, will retire on April 30. He will be succeeded by **Alan Reuther,** the union's associate general counsel who has worked in the legislative department since 1982. Warden was named assistant legislative director in 1972 and became director three years later. He joined the Carter administration as an assistant secretary of what is now the Department of Health and Human Services. In 1980, he returned to the UAW as legislative director. Prior to joining the labor movement, Warden held staff positions in both the House and Senate, and was a lobbyist for the civil rights movement.

Economist **Sheldon Friedman** joined the AFL-CIO Department of Economic Research March 4. He will be responsible for economic policy issues, including finance, banking and related topics. Friedman, 42, worked 15 years with the UAW, serving since 1981 as its research director. He studied economics at the Massachusetts Institute of Technology and has written widely on a variety of economic topics. Friedman currently serves on the executive board of the Industrial Relations Research Association.

AWARDS

Heidi Evans won both the Newspaper Guild's 1990 Heywood Broun Award and the George Polk award for a series of articles in the New York Daily News revealing that thousands of tests for cervical cancer were going unexamined for a year and more in a city laboratory. A member of the Guild that went on strike at the Daily News Oct. 25, Evans' work was submitted for the Broun award by her colleague, **Tom Robbins,** who has been editing the Guild Strike News. Evans will receive the Polk award, given by Long Island University, in a ceremony on April 17. The Broun award, named for the Guild's founding president, will be presented April 23.

The National Football League Players Association and the Muscular Dystrophy Association presented its Service Award to **Alfred K. Whitehead,** president of the Fire Fighters, and the 185,000 IAFF members for their efforts on behalf of MDA. Over the past 80 years, the IAFF has raised more than $80 million to help MDA. Through various fundraising activities, including the "fill-the-boot" campaign, the members raised $8 million in 1990. AFL-CIO Secretary-Treasurer **Thomas R. Donahue,** who serves on MDA's board of directors, noted that the IAFF is the largest contributor to the organization.

DEATHS

Gregory J. Bardacke, for 25 years the executive director of the American Trade Union Council for Histadrut before his retirement in 1978, died Feb. 22. He was 80.

Bardacke was a union organizer for four different unions and for the American Federation of Labor before World War II. He carried a Machinists card for 49 years.

Bardacke was born in China in 1910 of Russian emigre parents. His parents met and married in China after his father had escaped Tsarist Russia during the 1905 uprising.

He served as an organizer for the Ladies' Garment Workers, Hatters, Machinists and Retail, Wholesale and Department Store Union and during World War II was chief of the labor section in a division of the War Production Office. He was also a director for the United Nations Appeal for Children. His wife Beatrice died in 1986.

Nathan Ehrlich, a founder and president of the Cake Bakers Local 51 in New York City, died of a heart attack Feb. 22 after attending a ceremony in Palm Desert, Calif., marking his 69th wedding anniversary. He was 87.

Erlich, born in Poland, came to America as a young man and was horrified at conditions in U.S. bakeries, where rats, polluted air and 18-hour work days were common. He suffered from "baker's emphysema" throughout his life.

He served as president of the local union for 41 years before retiring in 1973.

He was instrumental in the founding of the City of Hope Hospital in Duarte, Calif., and was the unofficial baker to several U.S. presidents. He made birthday cakes for John Kennedy and Richard Nixon and an inaugural cake for Lyndon Johnson.

Erhlich was also active in raising money for Israeli independence in the 1940s and helped build the first commercial bakery in the new Jewish state.

John Gates Ramsay, a former director of community services for the CIO and a founder of the National Religion and Labor Foundation, died Feb. 26 in Berea, Ky. He was 89.

Ramsay was the first president of the Steelworkers local in Bethlehem, Pa., in what was then the Steel Workers Organizing Committe (SWOC) of the CIO. He worked on organizing campaigns for the USWA in a number of cities, prior to joining the CIO's southern drive in 1945. As director of community services, based in Atlanta, he worked throughout the south organizing workers in textile, lumber and other industries.

He was involved in many church activities. In 1957, he was named Layman of the Year in Washington, where he was an elder in the National Presbyterian Church. In 1981, Ramsay and his wife, the late Gertrude Martin Ramsay, received the Pennsylvania Labor History Society's Mother Jones Award for leadership and service in the labor movement.

Dr. Lorin E. Kerr, a black lung relief pioneer and longtime director of occupational health for the Mine Workers, died of emphysema March 9 in Chevy Chase, Md.

Kerr, who was 81, headed the UMW occupational health department from 1969 until his retirement in 1986. He joined the UMW staff in 1948 and served as an area medical officer with the union's welfare and retirement fund.

Kerr had a major role in the passage and implementation of the Federal Coal Mine Health and Safety Act of 1969 — landmark legislation that established benefits for mine workers stricken by black lung disease.

"Because of Dr. Lorin E. Kerr, thousands and thousands of coal miners have received compensation and working miners today are better protected," said UMW President Richard Trumka. "No other single individual has done more than Lorin Kerr to protect the health of our nation's coal miners."

A native of Toledo, Ohio, Kerr received his medical degree from the University of Michigan in 1935. He was a senior surgeon with the U.S. Public Health Service during the mid-1940s. He also as a past president of the American Public Health Association.

Steve Yarmola/AFL-CIO News

Visitors view a photo exhibit of the history of the Polish Solidarity movement. The exhibit will be shown at the George Meany Center through March 29.

Kirkland and Havel lauded for advancing democracy

Wherever people seek democratic and human rights, "they can always count on the men and women of the American labor movement as a tested and proven resource in their struggle," AFL-CIO President Lane Kirkland told the National Democratic Institute for International Affairs.

In accepting NDI's W. Averell Harriman Democracy Award, Kirkland said that budding new democracies validate labor's deeply held conviction that free interaction of social institutions is the real foundation of rights and liberties.

Kirkland was honored along with Czechoslovak President Vaclav Havel, the playwright turned leader of his country who is architect of its social reforms.

"The emerging triumph of the human spirit in Eastern and Central Europe, and elsewhere in the world, vindicates those of us who have endured the criticism that we were blind to 'geopolitical realities' and oblivious to 'national interests' that leave little or no room for such fantasies as social justice and human rights," Kirkland stressed.

"It proves that there is no more enduring reality than the universal craving to breathe free and no interest stronger than its service," he said.

Kirkland commended Havel for his role in ushering a new era of freedom and democracy for the Czechoslovak people, "who risked insult and injury to keep alive the vision of a decent, humane society under the most oppressive conditions."

Freedom does not take root and grow among the governing classes and the elite, Kirkland said. Rather, its nurturing sources "are in the streets, workplaces and wherever plain people rise to their feet and assert and demand their rights."

"We have seen this demonstrated with stunning effectiveness at the shipyard in Gdansk, at Wenceslaus Square, in the factories of Santiago, by black trade unionists in South Africa, and by the workers and students who gathered in Tiananmen Square to look down the barrel of a gun."

Kirkland cited similar, current actions by miners in the Soviet Union and by people in the streets of the oppressed Baltic states.

In presenting the award to Kirkland, former Vice President Walter F. Mondale praised the AFL-CIO's support of workers struggling for freedom around the world.

Czechoslovak Ambassador Rita Klimova accepted the award for Havel.

Federation pledges to mobilize support for Soviet coal strikers

AFL-CIO President Lane Kirkland pledged to striking Soviet miners that support for their efforts would include mobilizing world trade unionists to bring "an immediate stop to the export of any Soviet coal to the industrial democracies."

Strikes by Soviet miners for better economic conditions and more voice in government started March 1, with the Associated Press estimating that 100,000 miners were taking part in at least 100 mines.

Kirkland expressed outrage over legal actions against the strikers and noted that the threats to shut off electricity to mining communities "would threaten their familes and their children." He called such action "a crude violation of legal norms and International Labor Organization Conventions."

In a letter to Pavel Shushpanov, chairman of executive committee of the Independent Trade Union of Miners of the USSR, Kirkland promised March 8 to respond to his request for a visit from a delegation from the International Confederation of Free Trade Unions, of which the AFL-CIO is a member. Kirkland requested appointment of such a delegation from John Vanderveken, general secretary of the ICFTU.

Retirees worried about loss of health care

By Colleen M. O'Neill

It's every worker's nightmare: after giving your most productive years to a company that promises you a secure retirement, you are left high and dry when the promises prove to be empty.

Fred Fields, who worked for Ingersoll Products in Illinois, described the frustration and fear that accompanied losing his health insurance three months before retirement.

"My wife and I went without health insurance for over two years until we were finally able to join an HMO," Fields testified during an AFL-CIO health care hearing in Chicago last fall. "We were fortunate. . . neither one of us got sick or needed medical attention."

In a survey published in 1990 of 11,417 retirees from 14 unions, more than 60 percent voiced a great concern over personal health, with close to half showing concern over long-term care. A Gallup Poll conducted nationally last August showed that loss of medical insurance was the major worry for 30 percent of the 1,038 adults responding; 19 percent of respondents cited personal payments as their major worry.

The union retirees also told surveyors that health care and medical insurance coverage were by far their greatest need. Almost half of those interviewed identified specific needs, such as dental coverage and better in-home care.

However, more and more retirees face the dangerous prospect of disappearing health benefits because of changes in the law. New rules promulgated by the Financial Accounting Standards Board likely will have the effect of making retiree health care look like a bad prospect for management because of their impact on company ledgers. FASB is a private board whose rulings carry the weight of law.

Disappearing benefits

Currently, most companies that promise to pay for retirees' health care do so on a pay-as-you-go basis; they don't set aside funds in advance of expenses, but deal with bills as they come in. FASB Order 106, which is to take effect in late 1992, seeks to rectify this situation by requiring those companies to carry a portion of the value of health benefits they provide to current retirees and benefits promised to future retirees.

This pre-funding notion is similar to the way pension funds are handled. Beginning in 1997, companies will have to record the "minimum liability" of retiree health care costs — the value of health benefits due to retirees and those eligible to retire.

Rather than comply with the new order — which experts say would raise expenses and lower profits and dividends — companies may slash or drop retiree health care altogether.

Taft-Hartley plans, while not required to comply with Order 106, still face the same prospect as every plan of dealing with rising costs. In fact, such multiemployer plans may be forced to cut benefits if costs are too great, since there are no corporate treasuries backing them up, experts say.

Aside from the FASB order, there are four factors contributing to the financial crisis in retiree health care:

- Americans are living longer. In the year 2020, one in five citizens will be over 65.
- Older people need more medical care.
- Health care costs are rising significantly. Medicare eligibility has become more and more restricted, and Congress has shifted costs from Medicare to company plans.
- Workers are retiring earlier.

Retirees bear rising costs

The rising cost of health insurance coverage for retirees has been brought home dramatically to members of Local 400 of the Food and Commercial Workers. In 1990, the monthly premium for coverage was $80; in 1991, the premium jumped 115 percent to $171.95 per month. The jump in out-of-pocket costs laid a severe burden on the retirees.

"(It was) an extremely high and unexpected cost increase for retirees," said Jim Lowthers, secretary-treasurer of Local 400. "It has the effect of driving people out of the fund, as some of them will not be able to pay that kind of increase."

Local 400's contract calls for retirees to pay a greater share of their health care costs, but the premiums are much higher than the union had anticipated. Lowther said that approximately 10 percent of retirees had dropped their health and welfare coverage. He pointed out that, as costs escalate, a greater number of retirees will be priced out of coverage, thus raising costs even higher for those remaining.

Lowther said Local 400 was working toward a midterm solution to deal with the situation.

Access to health care becomes nearly unattainable for the retiree without benefits and without Medicare. The AFL-CIO Executive Council's Feb. 19 statement on health care reflects the problem: "(The federation seeks to) reduce employment-based retiree health costs by dropping Medicare eligibility to age 60, putting the program in line with the average retirement age."

The council also called for cost containment, universal access and administrative overhaul.

The AFL-CIO's Karen Ignagni, director of employee benefits, says the lowered age requirement for Medicare "better matches the age at which workers are retiring." She also points out that "the current Medicare system leaves retirees without coverage until they reach 65."

INSIDE

VOLUME 36, NUMBER 6
MARCH 18, 1991

AFL-CIO NEWS

1 ***Daily News unions reach settlement***
In a major victory for labor, unions at the New York Daily News reach a tentative agreement with British publisher Robert Maxwell, which may save the 71-year-old newspaper.

1 ***Kirkland warns of strikebreaker threat***
AFL-CIO President Lane Kirkland tells a House subcommittee that the permanent replacement of strikers upsets the balance in collective bargaining and threatens the process itself.

3 ***Civil rights bill advances in House***
Civil rights advocates kick off a national campaign to gain passage of labor-backed legislation to restore protections against employer discrimination; two House committees review the proposal.

5 ***House bill would reform UI system***
A more realistic extended benefit program and funding changes are among the reforms advocated by a House bill to overhaul the unemployment compensation system.

8 ***Labor gears up for WMD activities***
Major events are planned at four sites, and activities will occur around the nation this April 28, Workers Memorial Day, focusing on the theme, "Safe Jobs. It's Our Right."

11 ***'Right to work' means lower pay***
States with "right-to-work" laws have lower per capita income, average hourly earnings and jobless compensation than free bargaining states, a review of government data shows.

UNION YES

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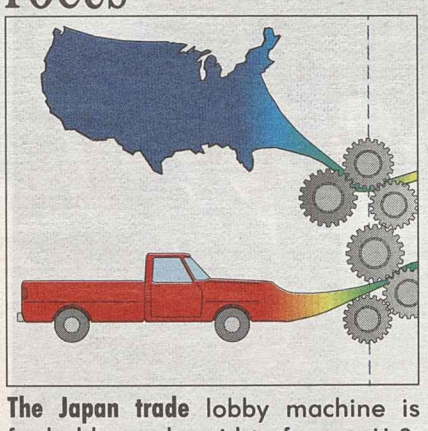

The Japan trade lobby machine is fueled by cash paid to former U.S. government officials. **See Pages 6-7.**

AFL-CIO NEWS

VOLUME 36, NUMBER 7 APRIL 1, 1991

Labor celebrates new era at Daily News

By James B. Parks

The presses rolled out the first edition of the New York Daily News under new owner Robert Maxwell after union workers scored a major victory in the settlement of the 146-day strike.

"This is a great day, not only for the employees of the Daily News but also for the whole labor movement," said George McDonald, president of the Allied Printing Trades Council, which represented the striking workers.

Speaking at a rally to celebrate the end of the strike, AFL-CIO Secretary-Treasurer Thomas R. Donahue said "the victory really belongs to 2,300 people who understood what solidarity was and knew it was their only salvation. They fought the union-busters to a standstill and were successful."

Maxwell made "a success of the negotiations" and restored "the faith of a lot of people in this country in collective bargaining," Donahue said.

"In a free society, if collective bargaining is destroyed, you destroy democracy and, in due course, prosperity," said Maxwell, a British publisher who announced that he would stay in New York to devote most of his time to resurrecting the Daily News.

"The negotiations...have been tough, exhausting and at times exasperating," he said. "But what matters in the end is...we not only restored your jobs, but we proved that naked capitalism cannot win if it goes about destroying true collective bargaining."

Maxwell pledged to do his "utmost" to work with the unions to make the paper successful.

About 2,300 workers from nine unions went on strike Oct. 25 after working almost seven months without a contract.

All nine striking unions ratified the agreement. The Machinists approved the contract just hours before the March 20 rally. The three largest striking unions — the Newspaper Guild, the Newspaper Delivers and the Mailers — ratified their contracts the previous day after a late-afternoon meeting to iron out details.

The GCIU's Photoengravers were the first to ratify on March 15, followed by the Pressmen on March 17. The Paperhandlers, Stereotypers and Electrical

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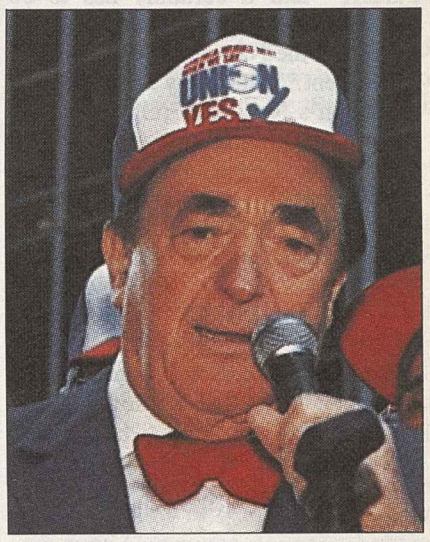

Robert Maxwell says "Union Yes"

Mexico trade doubts raised in Congress

By John R. Oravec

Congressional leaders are voicing deep reservations over the Bush administration's attempts to ram through a so-called free trade agreement with Mexico under "fast-track" authority.

As the White House turns up the pressure on Congress in its campaign to secure blanket trade treaty authority, key members of the Senate and House have raised concerns about the impact of the open-ended U.S.-Mexico proposal on the economy and American jobs.

Resolutions have been introduced in both chambers to terminate the fast-track rule on trade agreements. The procedure, which bars Congress from amending trade accord proposals, would be extended automatically for two years if neither body adopts the resolution before June 1.

The congressional response came after a series of hearings in which union witnesses documented the exodus of American factory jobs to maquiladora plants across the border, where U.S. multinational companies exploit Mexico's working poor with wages of less than $1 an hour.

Senate Commerce Committee Chairman Ernest F. Hollings (D-S.C.) charged that the White House was attempting to hogtie debate and effectively nullify Congress's duty under the Constitution to "regulate commerce with foreign nations."

The fast-track rule covers all trade pacts, including the pending multilateral Uruguay Round of the General Agreement on Tariffs and Trade (GATT).

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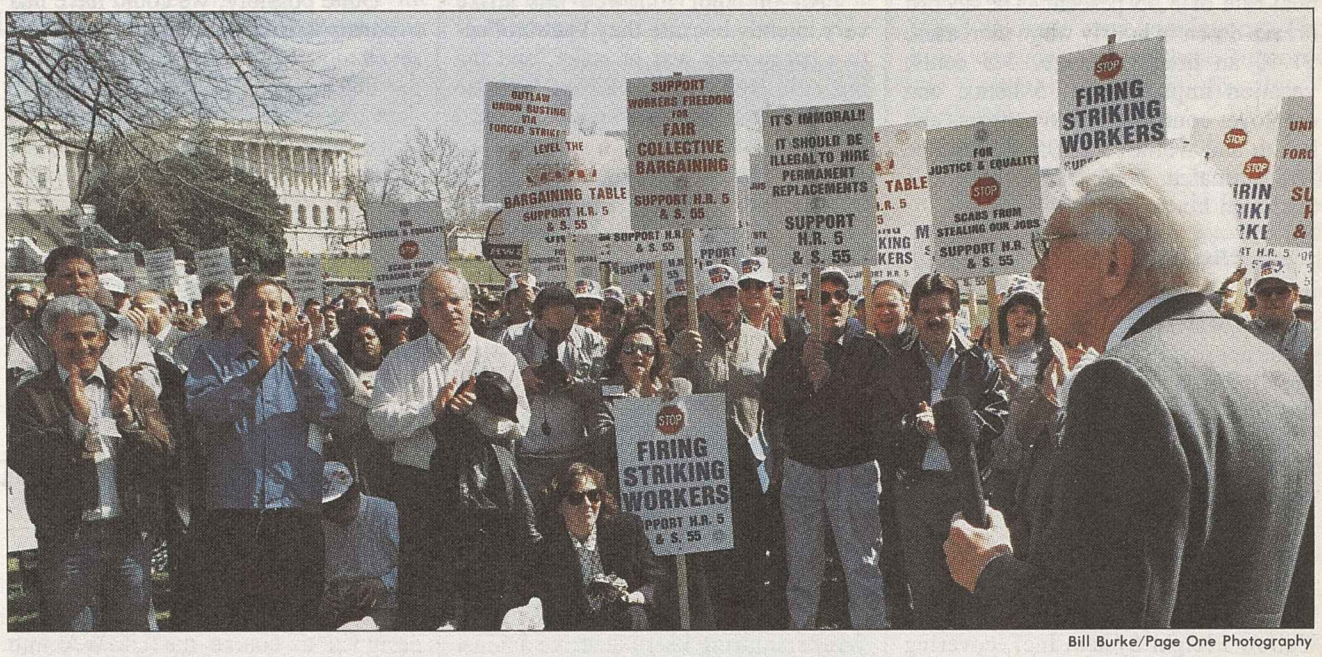


Bill Burke/Page One Photography

Sen. Howard Metzenbaum (D-Ohio), who has introduced a measure to ban permanent replacement of strikers, addresses the concerns of trade unionists who rallied for the legislation at the U.S. Capitol.

Strikebreaker ban seen as moral issue

By Muriel H. Cooper

A group of Protestant, Jewish and Roman Catholic religious leaders announced their solidarity with labor in supporting a ban on the use of permanent replacements for striking workers.

The Interfaith Impact for Justice and Peace, a multi-denominational organization seeking to advance justice, peace and stewardship in the public policy arena, told a Washington news conference that it has formed the Religious Campaign for Workplace Fairness to support passage of H.R. 5 and S.55 bills to ban the permanent replacement of strikers.

"The religious community supports the rights of working people on the basis of moral issues," said the Rev. Theodore H. Erickson, co-chair for the campaign.

"In an era when a spirit of meanness and bottom-line economics appears to dominate many corporate approaches to labor relations, we must again be reminded of our common humanity and our democratic ideals," Erickson said.

President Richard Trumka of the Mine Workers, who enlisted the assistance of community and religious leaders during the union's yearlong dispute against the Pittston Coal Group, told the religious leaders that the issue was one of basic morals: "Thou shall not covet anything that is thy neighbor's property," including the jobs of striking workers, he said.

"You don't have to look any further than the 10th Commandment to know that," Trumka said. "There isn't any more important piece of property you or any working man or woman is ever going to have than the job that puts food on our table. It's a moral issue."

It was the second time in as many weeks that the religious community has voiced strong support for outlawing the practice of hiring permanent replacements.

In testimony before the Senate subcommittee on labor, Bishop Frank J. Rodimer, representing the National Conference of Catholic Bishops, called for the passage of the legislation.

The religious leaders are calling on their congregations "to reach out to workers who have been denied their jobs, their respect, and their livelihoods and to join with them in their struggle for justice," Erickson said.

Said Trumka, "The labor movement and the religious community have a shared dedication to the elevation of the human condition."

Delegates to several union legislative

Continued on Page 12

Teamsters weighing freight pact

More than 160,000 Teamsters are voting on a new three-year contract with the Trucking Management Inc. that, if approved, will serve as the union's National Master Freight Agreement.

The proposed package provides improvements in wages, job security, equipment safety and employer payments to pension and health and welfare, the union said.

"This settlement represents significant gains for our members," commented IBT President William J. McCarthy, "and it certainly has to be ranked as one of the best since the inception of the National Master Freight Agreement." McCarthy is chairman of the union's National Freight Industry Negotiating Committee.

IBT Vice President R.V. Durham, co-chairman of the National Freight Committee, said the accord "is the largest monetary settlement in the freight industry since deregulation."

Local issues addressed

It covers drivers, warehouse, office and maintenance shop employees of interstate and local motor carriers. The 31 supplemental agreements spell out local wage rates, work rules and operational aspects.

The package represents a 12.3 percent increase over three years, or an annual rate of 3.95 percent. The accord breaks down to hourly wage increases, $1.40 an hour; mileage, 3.5 cents; vacation improvement, 5 cents; and employer contributions to pensions and health and welfare, $1.05 a hour, the IBT estimated. The package thus totals $2.50 an hour.

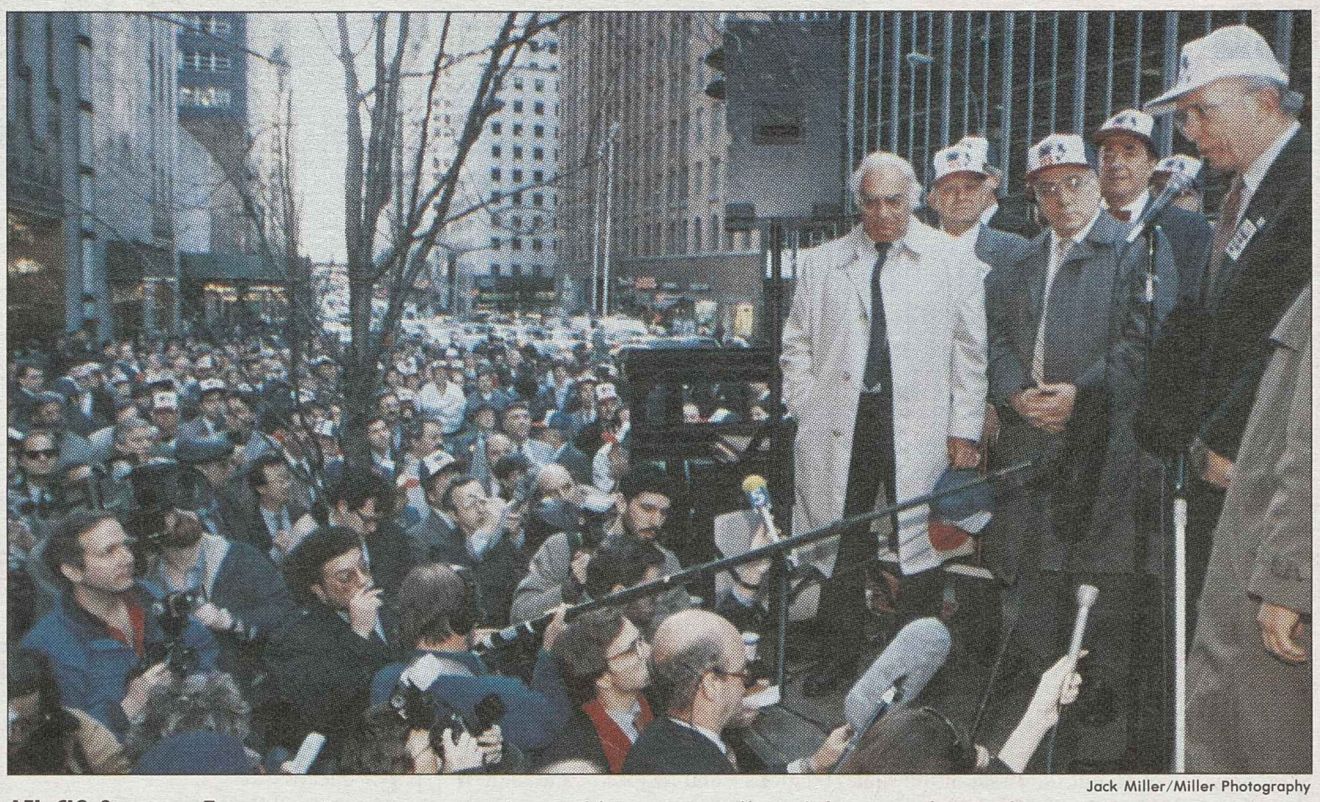
Pact endorsed

The tentative contract with TMI, reached March 14, received near unanimous approval from representatives of 266 IBT locals at a March 19 meeting in Chicago.

Ballots, mailed to members covered by the agreement, will be tallied in late April with majority approval required. The current contract was extended until balloting is completed.

At press time, a tentative settlement was reported between the IBT and Yellow Freight System Inc., covering 21,000 workers.

Negotiations are continuing with two other employer groups, Regional Carriers Inc. and Motor Carrier Labor Advisory Council.



Jack Miller/Miller Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses a rally celebrating the Daily News contracts.

Maxwell, unions pledge to rebuild paper

Continued from Page 1

Workers ratified the agreement on March 19.

The ratifications cleared the way for Maxwell to complete the deal to buy the paper from the Tribune Co.

The end of the strike came eight days after the unions had tentatively agreed to eliminate 800 jobs, or about one-third of the union jobs at the paper. It came on the day the Tribune Co. had said it would close the Daily News unless there was a settlement.

"All of labor followed this strike very intently because they knew collective bargaining was at stake, and the business community watched because they knew labor-management cooperation was at stake," said New York State AFL-CIO President Edward J. Cleary.

Others speaking at the rally included Charles Dale, president of the Newspaper Guild; James Norton, president of the Graphic Communications Union, and George Kourpias, president of the Machinists.

The strike spurred a major effort by the AFL-CIO's Strategic Approaches Committee, including a local advertising and circulation boycott and a national corporate campaign.

It also focused increased attention on the need for federal legislation to ban the permanent replacement of striking workers, a major legislative priority of the AFL-CIO. Donahue noted that, if that law had been in effect, owners of the News would not have had the opportunity to try and remove the union by forcing a strike and replacing the union members.

"Quite possibly, we could have had a constructive settlement during the seven months between the expiration of the union agreement and the Oct. 25 date when the owners finally got the strike they wanted," he said. "The time the workers stayed on the job certainly proves a settlement, not a confrontation, is what they wanted all along."

AFL-CIO President Lane Kirkland had said earlier that the tentative agreement was "made possible when Mr. Maxwell removed the issue of 'permanent replacement' workers from the bargaining table."

The Strategic Approaches Committee, chaired by Lynn Williams of the Steelworkers, and the federation's Department of Organization and Field Services guided the multiunion assistance program for the Daily News workers.

The federation set up a boycott office to assist in organizing, legal work and community services and national unions hired Samuel McKnight, a Detroit attorney, as the legal architect of the winning union boycott strategy.

William Hauenstein, Northeast Regional Director of the AFL-CIO Community Services Liaison, United Way of America, coordinated the community services programs.

Support for the strikers led to a drop in the Daily News' circulation from its pre-strike level of 1.1 million to 300,000. More than 75 percent of New York outlets refused to carry the paper and only 20 of the paper's original 750 display advertisers remained.

The strikers and their supporters will celebrate their victory with a reception and fund-raiser April 3.

Virginia appeals court vacates contempt fines against UMWA

A Virginia state appeals court has vacated more than $31 million in contempt-of-court fines levied by a Virginia county judge against the Mine Workers during its 1989 strike against Pittston Coal Group.

"The UMWA is obviously relieved with this decision, and we trust that what has been a very difficult period for all concerned is now behind us," said UMWA President Richard Trumka.

The appeals court said the fines by Russell County Circuit Court Judge Donald McGlothlin Jr. were civil fines designed to coerce the UMWA into complying with his injunctions laying down rules for picketing. His ruling provided a formula for doubling the fines for each day of noncompliance.

McGlothlin imposed $64.5 million in fines, believed to be the largest in U.S. labor history, but the appeals court addressed only $31.3 million of the total.

About $12 million was dropped at the request of Pittston and the UMWA after the strike was settled. Another $21 million is still pending.

The court also reversed another circuit judge's imposition of $600,000 in criminal fines against the union.

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LEGISLATION

Congress refuses to gut Davis-Bacon

By Mike Hall

A 10-year campaign by non-union construction firms to gut important parts of the Davis-Bacon Act was overwhelmingly turned back in the House and Senate.

Both houses defeated amendments to the Emergency Supplemental Appropriations bill for fiscal year 1991 that would have expanded the use of low-wage and untrained helpers and, thus, destroy the nation's long-standing apprenticeship system.

"America's construction unions have won a major victory in Congress that will best serve construction in particular and the nation in general," said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department.

The defeated amendments would have stripped language from the appropriations bill that forbids the Department of Labor from spending any funds on its new "helper" and apprenticeship regulations.

"The sweeping impact of 'helper' and apprenticeship regulations would severely weaken the Davis-Bacon Act, cause serious job loss for construction workers and undermine a 44-year-old national and state apprenticeship program which is operating efficiently and not in need of change," said AFL-CIO Legislative Director Robert M. McGlotten in letters to members of the House and Senate urging rejection of the amendments.

The amendments were offered by longtime Davis-Bacon foes Rep. Charles Stenholm (D-Texas) and Sen. Donald Nickles (R-Okla.). Stenholm's amendment was defeated 244-173 and Nickles' was turned down 63-37. Because the Davis-Bacon language is the same in both the House and Senate versions, it cannot be changed in conference.

Georgine said the regulations would have created "a caste system of second-class workers" and called the votes "a victory for integrity over exploitation and greed."

The Davis-Bacon Act requires that workers be paid the prevailing wage for work on federal and federally assisted construction projects. It prevents contractors from winning bids by undercutting wage rates and also guarantees a trained and professional workforce for these projects.

The new regulations would have allowed contractors to employ untrained and low-wage "helpers" to take the place of qualified construction workers.

Up to 40 percent of the current Davis-Bacon work force would have been replaced by the regulations. In addition, the use of helpers would have hit minority and female construction workers especially hard, Georgine said. Also the lack of required safety and health training for these "helpers" could have resulted in increased deaths and injuries at construction sites.

The DOL "helper" regulations are the department's latest attempt in a decade-long fight to "establish a new class of workers who, unlike laborers, would work with no formal training and no hope of advancement within the construction industry and will become a permanent underclass toiling at very low wages," McGlotten said in the letters.

The regulations were first issued in 1981, then struck down by the courts in 1983 because they undermined the Davis-Bacon Act. The DOL reissued the regulations in 1987. An injunction against implementing the rules was lifted in 1990, but the case is before a federal appeals court.

The regulations would abolish state apprenticeship councils, eliminate states' rights to set higher than federal standards, abolish the apprenticeship-to-journeymen ratio requirements, and allow contractors to bring into a state an unlimited number of apprentices.

The regulations also would eliminate the 144-hour annual instruction requirement in the construction industry and cut in half the term of apprenticeship in the industry.

Meatpacking workers attest to safety woes

By Arlee C. Green

The testimony of packinghouse workers before a House subcommittee brought living proof of the "national epidemic" of injuries and illnesses in their industry.

On March 20, four workers from the Monfort Inc. plants in Grand Island, Neb., and Greeley, Colo., and one from a Wilson Brands plant in Marshall, Mo., told the House subcommittee on employment and housing of the injuries they had received at work and of the treacherous conditions workers face daily from poorly designed equipment, slippery floors, and production-line speedups.

At the hearing, subcommittee Chairman Thomas Lantos (D-Calif.) decried OSHA's foot-dragging in issuing an ergonomics standard to help reduce the high incidence of repetitive motion illnesses in the meatpacking industry, in which more than a third of the workers are injured each year.

When OSHA Administrator Gerard Scannell said the agency was "on the threshold" of proposing a standard, predicting it would be out by year's end, Lantos declared, "That's not good enough. We're dealing with a national epidemic."

A week later, OSHA cited the Grand Island plant for 197 safety violations — more than 100 of which were judged willful — and recommended a fine of $1,092,100. The citations followed an OSHA investigation into the second worker death there in 18 months.

At the subcommittee hearing, Food and Commercial Workers Vice President Phillip Immesote warned that OSHA is about to repeat its earlier mistake in designing a program of exemptions and voluntary compliance in the nation's packinghouses.

"Meatpacking is a poor choice for an experiment in voluntary compliance," Immesote said. The industry suffers from a staggering rate of repetitive strain disorders and injuries in general, he said, and has racked up record fines for safety and ergonomic hazards and egregious record-keeping violations.

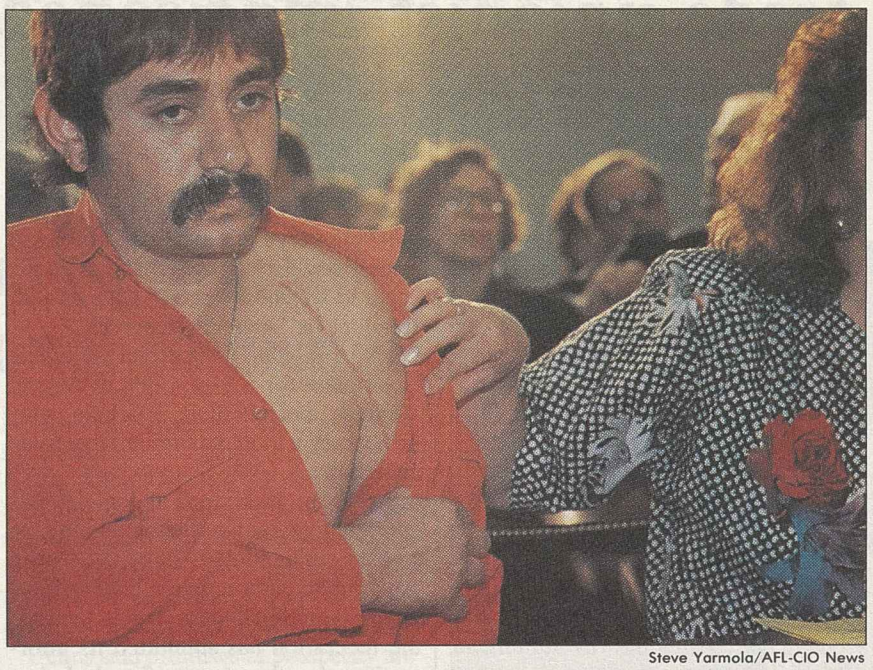
The workers showed the subcommittee their injuries and described the pain endured by workers and the indifference of their employers.

UFCW Local 576's Dorothy Weinrich, 44, said that since starting work at Wilson Brands in 1980, she has undergone surgery on her shoulder, elbow and both hands to help alleviate the pain caused by repetitive motion injuries.

A single parent, Weinrich is looking for another way to earn a living, but "not very many places will hire you when your hands and arms are all scarred up like mine," she said.

The workers at Monfort's plants are trying to unionize. Mateo Martinez, who has worked at Monfort's Greeley plant since 1987, recently underwent surgery to replace the ball in his shoulder socket with a metal one. Becky Muransky-Martinez testified for her husband, Mateo, who speaks little English. She worked at Monfort until she was fired last October for allegedly trimming fat from a piece of meat incorrectly.

Other testimony came from victims with carpal tunnel syndrome, tendinitis and a worker whose hand was amputated after a dozen operations failed.



Steve Yarmola/AFL-CIO News

Mateo Martinez displays scar from shoulder surgery for a House subcommittee investigating repetitive motion injuries in the meatpacking industry.

Capitol Digest

A Senate child labor bill that strengthens regulations on hazardous working conditions, strengthens civil and criminal penalties and links education and labor has won the backing of the AFL-CIO.

S. 600, introduced by Sen. Howard Metzenbaum (D-Ohio), would amend several provisions of the Fair Labor Standards Act.

"The AFL-CIO's long-standing position has been that the principal occupation of our nation's young people ought to be their education," said AFL-CIO Legislative Director Robert M. McGlotten. "However, those that must work should be able to work in conditions that further their education, are safe and healthful and generally conducive to the development of young people."

The AFL-CIO has sought, through the Department of Labor's Child Labor Advisory Committee, to strengthen the law covering young workers and hazardous conditions, but the DOL has failed to issue new regulations. The bill's consideration of these concerns "is a step in the right direction," McGlotten said.

Elsewhere on Capitol Hill:

FAMILY LEAVE — Family and medical leave legislation, H.R. 2, was approved by the House Education and Labor Committee by a voice vote and could be headed to the House floor in late April or early May. Meanwhile, the bill's supporters were cheered by a Small Business Administration study that shows that it would cost companies more to hire and train a replacement than to allow the worker to take leave. Also, the Service Employees have begun a postcard campaign to boost the legislation. Postcards are available by calling Karen Skrabut at 202/898-3360.

CIVIL RIGHTS — The House Judiciary Committee reported out civil rights legislation, H.R. 1, after turning back several GOP attempts to weaken the bill. Committee Chairman Jack Brooks (D-Texas) charged the Bush administration's plan, also rejected by the committee, was "a wolf in sheep's clothing. . . (and) an employers' rights bill masquerading as civil rights."

HEALTH CARE — The Senate could have a comprehensive health care package ready later this spring, Sen. Edward Kennedy (D-Mass.) told the National Health Forum. The AFL-CIO is seeking a legislative proposal that addresses the problems of affordability, access, cost and quality. Kennedy also said he expects major health care reform to pass in this Congress. The House Ways and Means Committee will begin a series of five hearings on health care reform beginning April 16.

JUDGE — The AFL-CIO joined the NAACP and the Leadership Conference on Civil Rights in opposing the nomination of Judge Kenneth Lee Ryskamp to the 11th Circuit U.S. Court of Appeals, challenging his record on civil rights issues.

'Fetal protection' win boosts women, safety

By James B. Parks

The Supreme Court's decision to strike down Johnson Controls Inc.'s "fetal protection" policy is a major victory not only for working women, but for safety in the workplace as well, unions said.

"What the court did means employers now have to deal with the hazards in the workplace," said Peg Seminario, director of the AFL-CIO Department of Safety and Health. "They can no longer remove the workers. Now they are going to have to remove the hazards."

The ruling is "a vindication of our belief that women should have every right to the same employment opportunities as men," said UAW President Owen Bieber and Vice Presidents Odessa Komer and Stan Marshall in a statement. Komer directs the union's Women's Department and Marshall the Johnson Controls Department.

"If the court had ruled the other way it would have given the green light for employers to broaden the use of exclusionary practices against other classes of workers," Seminario said.

She said the decision is the latest victory in a long "ongoing battle" by many unions against a host of exclusionary practices in various companies — a battle that is not over.

Johnson Controls, which manufactures automobile batteries, excluded fertile women from certain jobs out of fear that lead exposure could cause birth defects in unborn children and leave the company vulnerable to lawsuits. The UAW challenged that policy.

The unions argued that the policy discriminated against women by barring them from high-paying jobs in various industries.

Johnson Controls gave fertile women the option of being sterilized or transferring to jobs where they are not exposed to lead, the principal material used in making batteries.

The decision means "women cannot be relegated to second-class status in the work force," the AFL-CIO said.

The court ruled in UAW vs. Johnson Controls that the policy violated Title VII of the Civil Rights Act of 1964 and the 1978 Pregnancy Discrimination Act that amended Title VII.

Because studies show lead also harms men's reproductive systems, "the bias in Johnson Controls' policy is obvious," said Justice Harry Blackmun. "Fertile men, but not fertile women, are given a choice as to whether they want to risk their reproductive health for a particular job."

As many as 20 million women could be affected by the ruling, according to women's groups.

Blackmun said the court rejected the argument that gender was a bona fide occupational qualification (BFOQ) for the jobs. The case law clearly shows that an exception to the discrimination ban can only be justified if the pregnancy actually interferes with the woman's ability to perform the job, he said.

AFL-CIO attorney Marsha Berzon, who argued the case, said the Supreme Court's interpretation of the BFOQ exception was consistent with what lower federal courts have determined in the past.

"Had the court said something else, it would really have opened up an enormous can of worms," she said.

Johnson Controls first implemented the fetal protection policy in 1982. The UAW filed a class-action suit against the ban in Wisconsin in 1984 on behalf of women excluded from jobs. Federal district and appeals courts had upheld the policy overturned by the Supreme Court.

Earl Dotter

Johnson Controls excluded women from working in jobs that would have exposed them to lead.

Cuba releases trade unionist imprisoned for 22 years

By Colleen M. O'Neill

Cuba announced the release March 23 of one of two trade unionist political prisoners detained since the 1960s.

The U.S. Department of State confirmed the release of Ernesto Diaz Rodriquez, a transport worker and fisherman imprisoned since Dec. 4, 1968.

Mario Chanes de Armas, leader of a brewery workers union who has been in a Cuban jail since July 16, 1961, is scheduled to be released this coming July 16. However, that date is not final.

The AFL-CIO and its Labor Committee for a Free Cuba made the release of Chanes and Diaz a primary goal of its campaign to expose worker rights abuses in Cuba. The two are thought to be the longest-held political prisoners in the world.

In a letter to Diaz' father, Pedro, on March 25, the chairman of the AFL-CIO Free Cuba committee offered the panel's help in arranging for Diaz to come to the United States.

"It is my understanding that Ernesto suffers from health problems resulting from his long prison stay," wrote John DeConcini, president of the Bakery, Confectionery and Tobacco Workers Union, "and that if he is allowed to enter the U.S. soon, he will need clothing, food, a place to stay and a thorough medical exam to assess his health needs. Our committee is prepared to help meet these emergency costs if you find you need such help."

DeConcini also told the elder Diaz that the State Department had promised to give priority to the necessary paperwork to allow his son to enter the United States.

Ernesto Diaz opposed the Batista government as a student, fisherman and a bus driver. After the revolution, he opposed Fidel Castro's regime and became active in the resistance movement. He was captured in 1968 and sentenced to 15 years in prison. In 1974, he was sentenced to an additional 25 years in prison for "conspiring against the state" from his prison cell.

"We are delighted with the news of Diaz' release," said AFL-CIO President Lane Kirkland. "The AFL-CIO Labor Committee for a Free Cuba is working very hard to lift the burden of oppression from that nation. We are eager to welcome Ernesto Diaz into the freedom he so richly deserves."

The AFL-CIO established the Labor Committee for a Free Cuba in August 1990 to help Cuban workers give democracy a foothold through free trade unionism.

Since its inception, the panel has compiled extensive documentation on worker rights violations by the Cuban government. Through the International Confederation of Free Trade Unions, the federation has submitted its information to the International Labor Organization in Geneva, Switzerland.

In February of this year, the AFL-CIO Executive Council spelled out the abuses:

"Fidel Castro's obsessive adherence to a failed totalitarian system is a blight on the poor and exploited working masses of that Caribbean island prison. Today, Cuban workers lack the most fundamental freedoms..."

The council cited "forced labor, speedups, excessive hours of work, religious and ideological discrimination in employment, child labor and relentless pressures to produce more" as part of Cubans' daily working lives.

In remarks at a "Free Cuba Day" luncheon Feb. 21 in Bal Harbour, Kirkland said "We are convinced that given the choice 'Communism or death,' the working people of Cuba will choose life — a decent, democratic life that respects liberty and justice and the dignity of every man and woman."

In addition to the call for release of Diaz and Chanes, Kirkland said the federation would "organize and agitate for democratic elections, freedom of association for workers and full amnesty for the other 30,000 political prisoners held in Cuba's jails."

Unions offer $137 million giveback to keep TWA intact

Unions at Trans World Airlines have arranged a $137-million package of cost reductions in an effort to facilitate a buyout that would keep the airline intact.

To help prevent the carrier from being stripped of its international routes, the Air Line Pilots, Machinists and an unaffiliated flight attendants federation agreed to offer Tracinda Corp., owned by investor Kirk Kerkorian, the $137 million in cost cutbacks to help shore up a bid for TWA.

Kerkorian had said he was interested in buying only a carrier with international routes.

The reductions would be shared by all employees of TWA in exchange for ownership of up to one-third of the stock of a newly capitalized TWA, the unions said, while Kerkorian would hold about 50 percent and creditors the remaining stock.

Under the agreement, the IAM is to contribute $47 million, or 34 percent of the total, ALPA $40 million, or 29 percent and the IFFA, $19 million, or 14 percent. The remainder, about $31 million, will come from all other employees.

The cost savings will be realized through some reductions in pay rates and benefits, work rule changes, an early retirement program and other means.

The Department of Transportation had set a March 25 deadline for objections to the sale of TWA London routes to American Airlines. In objecting to the sale, ALPA said the American takeover of the routes would not be in the public interest, because it "would lead directly to the demise of TWA."

ALPA also pointed to an earlier DOT filing that "demonstrated that TWA's current owner is letting the carrier waste away and may well be using the sale to squeeze out a final cash dividend before the carrier collapses."

TWA's unions have charged that owner Carl Icahn, while demanding deep concessions from workers, has used TWA resources for his own gain, refusing to reinvest in the carrier.

DOT regulators have tentatively approved some portions of the sale, but have denied American's bid to buy TWA's London routes to three cities — Philadelphia, Baltimore and St. Louis.

The AFL-CIO said that the efforts of the three unions in putting together the $137 million package of cost reductions followed a pattern of workers and their unions making good faith efforts to bail out an employer.

Tributes and added benefits greet returning troops

By Candice Johnson

A grateful nation is greeting service members returning home from Operation Desert Storm with cheers and tributes.

In Congress, that has translated into quick passage of added benefits — including some health care and job guarantees for reservists and their families.

Differences in the House and Senate versions were resolved through an informal conference, with the final version sent to President Bush just before Congress left for the Easter recess.

The benefits would be financed from funds pledged by the United States' allies in the Desert Storm effort. The measure would increase GI Bill education benefits to $350 a month, raise combat and family separation pay and increase life insurance benefits.

The bill also provides for one month's health care coverage for reservists and their families.

Under a bill introduced by Rep. Bob Davis (R-Mich.), merchant seaman who joined the Persian Gulf operation would be given the same re-employment rights as military reservists. "Because the federal government could not guarantee their civilian jobs when the Gulf war ended, the United States lost out on a major pool of trained and licensed seagoing expertise," Davis said.

A separate measure signed by the president requires that reservists returning to their old jobs be granted immediate coverage under employer-sponsored health insurance plans and prohibits any waiting period.

Under federal law, employers are required to rehire reservists and National Guard members sent to the Persian Gulf. But some reservists and their families are still facing difficult times.

Many employers — like Goodyear Tire and Rubber Co. and Bridgestone/Firestone, Inc. — have extended military leave for workers. Food chains, including Safeway Stores Inc. and Giant Food Inc., have agreed to pay employees who served overseas the difference between their military and private-sector salaries.

But a poll of Washington and Baltimore metropolitan employers found that nearly 20 percent cut the pay and health coverage for reservists called to active duty, and that fewer than one-third continued full health insurance coverage.

"Mortgages and car payments don't stop for our reservists when they're sent overseas to fight for their country," said Food and Commercial Workers Local 400 President Tom McNutt. Labor is pressing Congress to supplement the pay of all returning reservists — private sector workers as well as government employees.

Unions are continuing their campaigns on the home front, helping the families of service personnel, expanding their volunteer efforts, or ferrying troops home.

Fire Fighters Local 624 and the San Antonio Police Officers Association established a support group for families of reservists, so that families could be kept informed of developments. Union members also provided volunteer car maintenance, home repairs and other services to families of military personnel and made emergency payments available — for utilities and other needs — from the IAFF local's benevolent fund.

Letter Carriers Local 74 in Saginaw, Mich., raised money for the family of a union member whose Marines unit was deployed overseas.

As a United Airlines flight attendant for 22 years, Association of Flight Attendants member Karen Mazuer has served on many runs. But she considers her service with the civil reserve air fleet — bringing military men and women home — "some of the best flying a flight attendant can do."

Many AFA members — who were required to be certified for over-water flying — signed up to help transport the troops, she said.

From Brussels, United flight attendants prepared for a 20-hour day — a 15 hours-in-the-air roundtrip — because Defense Department regulations did not allow civilians to stay overnight in Saudi Arabia, she said.

"We would go to pick them up and return to Brussels, then another crew would take over for the flight to Bangor, Maine, and then on to wherever the soldiers were stationed," Mazuer said.

The crew of 12 attendants served the passengers twice during the seven-and-one-half hour flight, with every seat in the 747 filled. "It's hard work, but very rewarding," Mazuer said. With more military flights scheduled, Mazuer expected to be heading back to Europe.

Some military personnel did not make the return trip. Among them was Joseph Murphy, a reservist and longtime member of the Transport Workers.

Murphy, 57, was a veteran of the Korean conflict. But when his unit, the 102nd maintenance company, Army Reserve, was ordered to the Persian Gulf, Murphy volunteered, insisting that his company needed its first sergeant.

Arriving Jan. 11, just before the fighting began, Murphy was killed in a jeep accident in Saudi Arabia on March 10, just after the fighting ended.

In addition to his union service, Murphy and his wife, Dorothy, had opened their Roosevelt, N.Y. home to their community. As emergency foster care parents, the Murphys raised 100 foster children, some to adulthood, along with their own four children. Their daughter, Janice Gowie, an army staff sergeant, also was deployed in Desert Storm.

Tom Matthews/Transport Workers

Mourners gather at funeral services for Joseph Murphy, a member of Transport Workers Local 100 in Roosevelt, N.Y., who was killed in Saudi Arabia after volunteering to serve with his Army reserve unit. His wife, Dorothy, is escorted from the church along with other family members.

U.S.-Mexico trade proposal faces congressional challenge

Continued from Page 1

It's obvious, Hollings said, that the "emerging GATT deal and Mexican free trade agreement are so damaging to key sectors of our economy and the work force that they simply will not stand up under unfettered congressional debate."

Hollings warned that "these treaties promise more of the same 'free trade' magic that has created $100 billion-plus trade deficits for the last decade while gutting America's manufacturing base. Congress is fed up with playing Uncle Sucker."

He said Japan and Europe have reaped enough benefits from "one-sided, give-away trade agreements."

In a letter to President Bush, House Majority Leader Richard A. Gephardt (D-Mo.) cautioned that any North American trade accord must carry assurances of preserving American jobs.

"Relying on low wages and unsafe working conditions as comparative advantages to lure away high-paying American jobs will not save the Mexican economy, but it will further weaken the American economy," he said. "In order for Mexico to prosper, America must prosper."

For a trade agreement to benefit both nations, he stressed, "it must contain guarantees that it will not result in a hemorrhage of American jobs across the border."

Sen. Jesse Helms (R-N.C.) accused the U.S. Trade Representative's negotiators of devising a scheme to sacrifice the U.S. textile, auto and steel industries in multilateral trade negotiations for an agreement with Mexico.

Helms said promises of prosperity are emerging again. "The same argument was made after the Tokyo Round of GATT in 1979, and instead of prosperity, the United States developed a larger and larger trade deficit," he noted.

House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.) and Senate Finance Committee Chairman Lloyd Bentsen (D-Texas) also spelled out their concerns to Bush about the need of the U.S. trade negotiators on the Mexican FTA proposal to address specific issues such as worker rights, job safety and environmental damage.

Rostenkowski told U.S. Trade Representative Carla Hills that she will have to convince Congress that the administration's push for fast track renewal is in the best interest of the nation.

Testifying before a subcommittee of the Senate Foreign Relations Committee, AFL-CIO Secretary-Treasurer Thomas R. Donahue noted that U.S. International Trade Commission has conceded that "unskilled workers" would lose earnings as a result of the Mexican trade accord.

But the commission "mysteriously refused to say who is counted as 'unskilled workers,' " Donahue said. While the federation is waiting for release of the data after filing a Freedom of Information Act request, Donahue surmised that the group includes workers with four years of high school education or less.

"This would mean that a majority of the U.S. working population — 52.5 percent — would be hurt by the free trade agreement," he pointed out.

"Further up the economic ladder, the affluent minority would certainly benefit," Donahue said. "Multinational corporations would hit the jackpot, just as they have with the maquiladoras."

Donahue reiterated the federation's concerns that Mexican workers would not benefit with pay from the multinationals at 60 to 80 cents an hour while hundreds of thousands of U.S. jobs would be exported to Mexico.

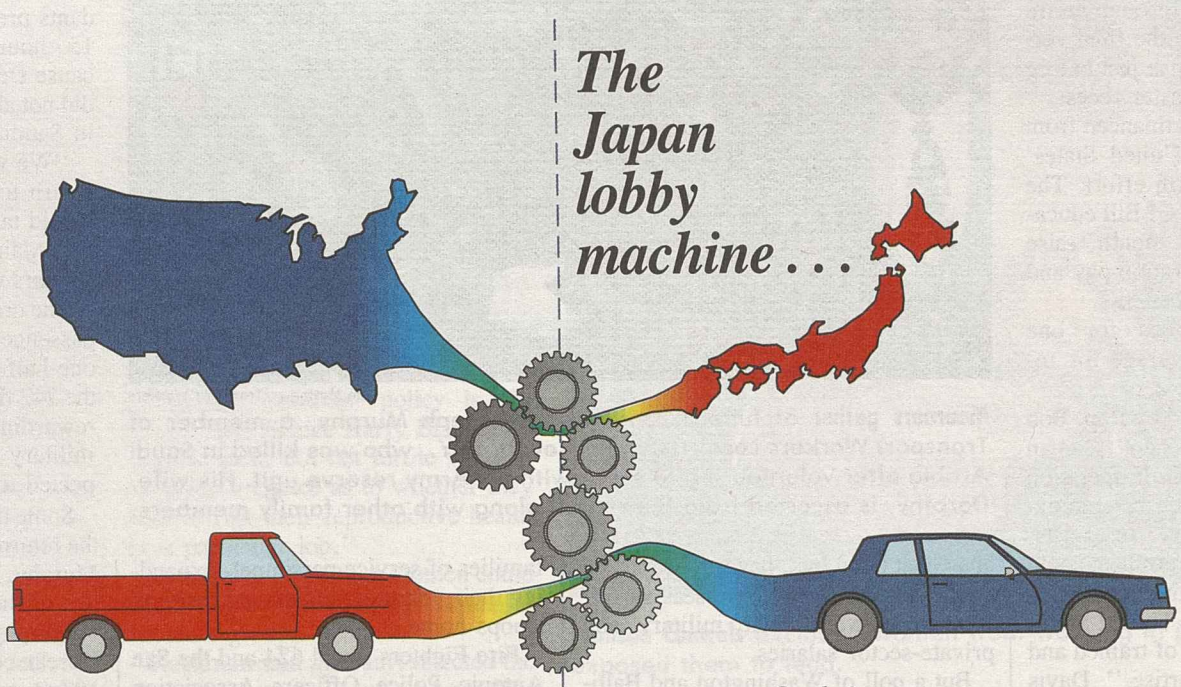
In earlier testimony, Jeff Faux of the Economic Policy Institute said Mexico's low wages "will clearly create a strong incentive for American firms to shift production south of the border."

Faux warned that the result would be lower living standards for American families.

Bill Burke/Page One Photography

More U.S. jobs will be wiped out under President Bush's proposed free trade agreement with Mexico, Electronic Workers President William Bywater tells reporters as IUE members picket the Commerce Department.

FOCUS



. . . changing the shape of things:

Former U.S. officials become power brokers for Japan trade

By James B. Parks

In 1988, the U.S. Customs Service took on one of the strongest political machines in Washington — the Japanese trade lobby — and lost big.

By the time the dust had cleared, the lobby had bested Customs, the UAW, the Big Three automakers and the U.S. Treasury Department. In the process, it deprived the deficit-ridden government coffers of more than $500 million a year in duties.

Since 1981, the Japanese government had agreed to voluntary limits on the number of passenger cars it would export to the United States. But it had no such limit on light trucks. There was a huge difference in the tariffs on the two types of vehicles: 25 percent for light trucks and 2.5 percent for passenger cars.

By 1987, transplanted Japanese automobile factories in the United States were producing so many cars that there was little need for the Japanese to export more cars, leaving the export quota unfilled. Meanwhile, there was a growing demand for the light trucks, which faced the higher import duty.

A truck is a truck?

The solution was obvious to the Japanese. They filled the auto quota, at the reduced duty rate, by reclassifying the trucks as passenger cars. When that action prompted a review by customs officials in 1988, the lobbying machine sprang into action.

Suzuki hired Robert Thompson, a well-connected Republican lobbyist who had worked for George Bush in the 1980s. The Japan lobby also convinced 31 representatives and 11 senators to urge Customs to drop the review.

One congressman even summoned then-Customs Commissioner William von Raab to his office, where von Raab was confronted by a former U.S. trade official, John Rehm, who represented Japanese companies.

Von Raab stood firm and, on Jan. 4, 1989, he ruled that light trucks were not passenger cars for tariffs. ''Even my grandmother can go into a parking lot and tell the difference between a passenger car and a truck. These are trucks,'' he said.

Japanese officials convinced the German and British governments to ask the United States to reconsider, which it did, suspending the rule just nine days after it was announced.

Then the lobby launched a massive public relations campaign, claiming that the ruling would raise the price of trucks. Auto importers swamped Congress with letters and Japanese government officials implied the ruling could hurt relations between the two countries.

Within 45 days, Treasury Secretary Nicholas Brady overturned Customs' decision: it was official U.S. policy that trucks are cars, with a notable exception. The Japanese lobby convinced the Bush administration that the trucks that came into the United States as cars should be classified as trucks for sale. That way they didn't have to meet the tough fuel efficiency, safety and emissions standards of automobiles.

Clout in insider game

This story illustrates the clout that the Japanese have developed in the insider game of Washington politics and raises serious questions about our political system, said Pat Choate. Choate, a former TRW executive, is the author of ''Agents of Influence,'' a book that describes the extent and impact of the Japan lobby.

Hiring former officials to lobby, seeking political influence through campaign contributions and using information to push your economic interests is not illegal; indeed, it's the heart of the American political system. But, Choate says, the way the Japan lobby does it gives them an unfair advantage and is ''corroding our democratic principles.''

Japan's government and leading companies spend $400 million a year on a concerted political and public relations campaign to influence U.S. trade policy and open up new markets in this country. That's about equal to the amount Democrats and Republicans combined spent in the 1988 races for the House and Senate.

They employ 92 law, public
firms on their behalf, compared
for Britain, the next two larges
in the United States.

They have used that clout to g
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Money is dominant issu

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For many officials, Choate
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Generally, Choate said, the J
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Through revolving door

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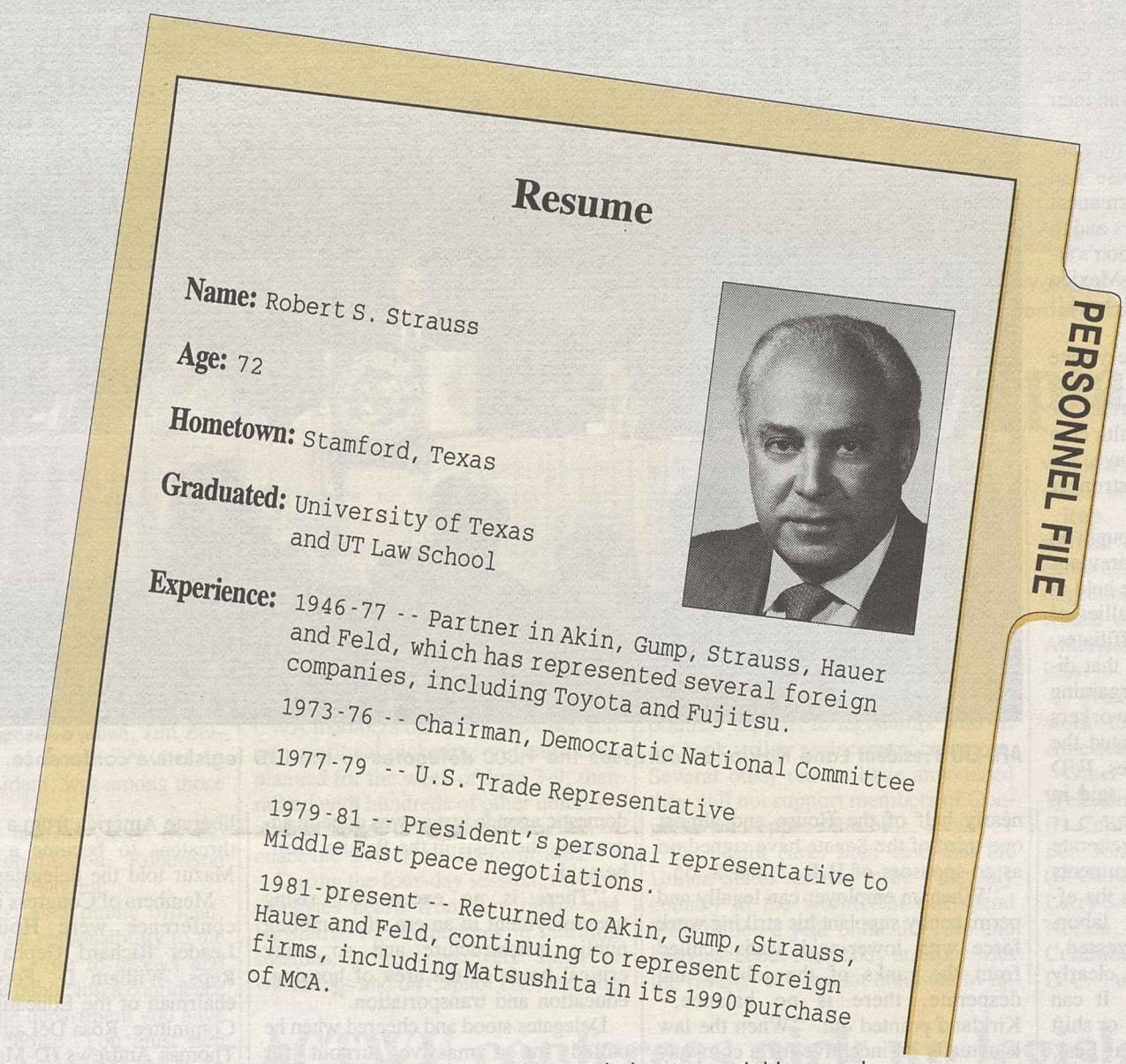


The revolving door between government service and the Japan lobby can be seen dramatically in the career of former U.S. Trade Representative Robert Strauss, who has come full circle from lobbying to government and back to lobbying, where he now represents several foreign firms.

did many of her current deputies. Now they represent the United States in negotiations with the Japanese government.

These ongoing relationships raise an issue of trust, Choate said. ''What the American people have to ask is: can we trust officials who know when they go into office they will represent the other side when they leave? Can we trust them not to give away information or not to pull their punches? Too often the answer is 'no.' ''It sends a message that the government is for sale,'' he said.

Political contributions

The Japanese also spend money to get politicians elected. Although direct campaign contributions from foreign nationals are illegal, foreign-owned companies can operate political action committees (PACs). One of the largest PACs is the Auto Dealers and Drivers for Free Trade PAC (AUTOPAC), which raised $4.5 million in 1988, dumping $1.4 million into just seven congressional campaigns for candidates.

Democrat Buddy McKay lost the Florida U.S. Senate seat by 31,000 votes to Connie Mack after a $326,000 negative ad campaign by AUTOPAC. ''In the final analysis. . .I was beaten by Toyota,'' McKay said.

The Japanese also have infiltrated or taken over ad hoc groups such as the Consumers for World Trade, over half of whose members work for Subaru.

The Japan lobby also spends large amounts on public relations campaigns designed to blunt or prevent public criticism of the Japanese. It also finances university centers for Japanese studies, raising the question of whether those programs are academically independent, Choate said.

Changing the law

How can America combat the Japan lobby's blatant attempt to further its economic interests? Choate says the solutions are simple:

First, have a full ''sunshine law'' that makes all foreign agents register as agents and not hide behind phony titles such as ''consultants,'' ''advisers,'' etc.

Second, close the revolving door. Make it illegal for trade officials or any government official to go to work for a foreign company or government for five years after they leave office. Former Cabinet-level officials should not be allowed to work for foreign interests ever, he said.

Third, make foreign PAC money illegal.

But the most important reform, he said, is an intangible one: restore the concept of public service and strengthen the Civil Service.

''There are too many hustlers'' in government service, he said. Until the American people wake up and decide to do something about them, the Japan lobby will continue to thrive, he said.

UNION NEWS

IUD delegates blanket Hill with labor's concerns

By John R. Oravec

It was a virtual Labor Week on the Hill as 1,300 delegates to the Industrial Union Department legislative conference fanned out around the U.S. Capitol for sit-down sessions with their senators and representatives.

Their immediate focus was on convincing members of the House and Senate to pass a ban on the permanent replacement of striking workers and to vote down the Bush administration's attempt to ram through a U.S.-Mexico free trade proposal under a "fast-track" rule.

Delegates from just about every state in the nation to the two-day IUD meeting also underlined labor's priorities for gaining passage of national health care reform, family and medical leave, the Civil Rights Act of 1991 and stronger job safety measures.

The IUD sessions, which brought an attendance double that of any previous departmental conference, were held in conjunction with legislative rallies of several unions who are IUD affiliates.

Gut issues before Congress that directly affect the collective bargaining rights and well-being of workers throughout the country generated the largest-ever turnout of delegates, IUD President Howard D. Samuel said in opening the sessions.

Members of Congress who reiterate management's opposing arguments must hear the workers' side in the effort to restore balance in labor-employer relations, Samuel stressed.

Management's rights are clearly documented, he pointed out. It can "hire and fire, or contract out, or shift production to Mexico or the Far East, or to close a plant." Management also can "advertise for replacement workers, deliberately bargain to impasse, forcing workers to strike, and then permanently replace them."

AFL-CIO President Lane Kirkland commended the IUD's role in the legislative campaign to outlaw permanent replacement of strikers, noting that nearly half of the House and almost one-third of the Senate have signed on as co-sponsors of H.R. 5 and S. 55.

"When an employer can legally and permanently supplant his striking work force with lower-paid scabs, culled from the ranks of the jobless and desperate, there is no balance," Kirkland pointed out. "When the law is actually an incentive for a company to provoke a strike, rid itself of the union and re-establish dictatorial control over the workplace, there is no balance."

Kirkland said the labor movement's struggle to build a better future for working people takes on greater urgency during the current recession. Congress and the nation must respond to the domestic agenda just as was done in addressing the crisis in the Persian Gulf, he said.

"There is no excuse for rising unemployment in an era of crumbling public infrastructure and so many critical needs in the area of housing, education and transportation."

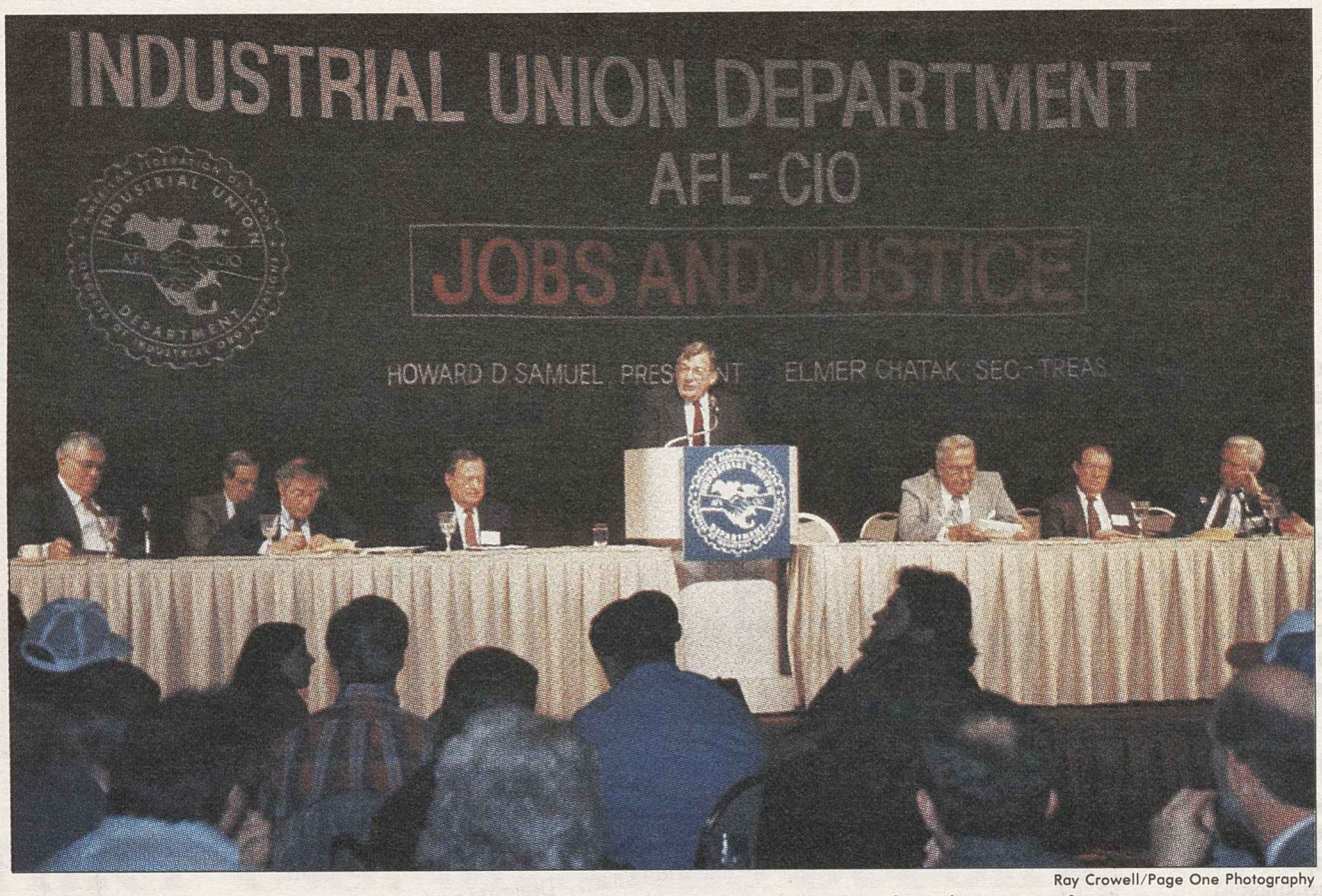
Delegates stood and cheered when he called for a massive turnout for Solidarity Day 1991 "to show the nation that this labor movement is as strong as ever in its fight for justice."

In keynoting the conference, President Jay Mazur of the Ladies' Garment Workers underscored the need to quickly address the economic crisis.

"If we could liberate Kuwait from Saddam Hussein, we should be able to liberate America from a recession that threatens to become a depression," Mazur told the delegates.

Members of Congress addressing the conference were House Majority Leader Richard Gephardt (D-Mo.), Reps. William D. Ford (D-Mich.), chairman of the Education and Labor Committee; Rosa DeLauro (D-Conn.), Thomas Andrews (D-Maine), Maxine Waters (D-Calif.) and Nita Lowey (D-N.Y.), as well as Sen. Paul Wellstone (D-Minn.).

The IUD and the department's affiliates were the prime sponsors of a rally that brought hundreds of union members in a coalition with religious leaders to the Capitol grounds calling for passage of a ban on striker replacements.



Ray Crowell/Page One Photography

AFL-CIO President Lane Kirkland addresses the 1,300 delegates to the IUD legislative conference.

Five unions coordinate legislative campaign

By Arlee C. Green

Some 400 union activists from five AFL-CIO affiliates carried a strong message from labor on health care, permanent replacement of strikers and the U.S.-Mexico free trade pact to Capitol Hill, as part of the fifth annual ABCG&R legislative conference.

The four unions that have traditionally held the conference — the Aluminum, Brick and Glass Workers, Flint Glass Workers, Chemical Workers and Rubber Workers — were joined this time by the Oil, Chemical and Atomic Workers.

AFL-CIO Secretary-Treasurer Thomas R. Donahue stressed the need for "jobs and health and our ability to protect both" — a message that union members later took to their congressional delegations in face-to-face meetings.

Donahue criticized suggestions that the proposed U.S.-Mexico free trade pact could be phased in over five years and that workers who lose their jobs could be provided trade adjustment assistance (TAA).

"The answer to both is no," Donahue declared. "We will end up just as unemployed in five years as we would be now," noting also that TAA can easily be eliminated, as it is in Bush's current budget request.

Sen. Edward Kennedy (D-Mass.), who is pushing for health care reform in this Congress, urged the participants to make Congress hear labor's health care message.

Sen. Howard Metzenbaum (D-Ohio), sponsor of the bill to ban the permanent replacement of strikers (S. 55 in the Senate), noted that the United States should be ashamed of sharing "this permanent scab policy with the country of South Africa."

Permanent replacements are banned elsewhere in industrialized countries.

AFGW President Lawrence Bankowski pointed out that, since the last round of trade talks in Toyko, 15,000 members lost their jobs.

"Other nations are copying items produced by our members and they only pay their workers one-tenth the wages of U.S. workers," he said. "If tariffs are reduced, our union is in serious trouble."

The New York state legislature has asked its congressional delegation to support the striker replacement legislation, said ABGW President Ernest J. LaBaff. "We need to start on this level, at the grass roots, to win this legislation," he stressed.

OCAW President Joseph Misbrener and URW President Kenneth Coss both gave examples of why the striker replacement legislation is so important to union workers.

Chemical Workers President Frank Martino, chairman of the conference, served as moderator for the two-day event.

Other guest speakers included Sen. Paul Wellstone (D-Minn.), Reps. David Bonior (D-Mich.), Vic Fazio (D-Calif.), Marcy Kaptur (D-Ohio) and Thomas Sawyer (D-Ohio), AFL-CIO Legislative Director Robert McGlotten, COPE Director John Perkins, author Pat Choate, and Dr. David Himmelstein of Physicians for National Health Care.

Boilermakers lobby Congress

Concerns about health care, striker replacements and the proposed U.S.-Mexico free trade agreement were high on the agenda of the Boilermakers' 23rd annual legislative conference.

"We are not here for any far-out goals," said Boilermakers President Charles Jones. "What we want is decent jobs and a decent standard of living for Boilermakers and for all American workers."

"We are always glad when the people from reality come in to talk to politicians," said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

"You can't sit through another negotiation and get another piece of your wages sliced off," Donahue said. "Congress has to be urged to do something."

Other speakers at the conference were Rep. Neal Abercrombie (D-Hawaii) and Dick Marler, senior vice president of Ingalls Shipbuilding. The union presented its Legislator of the Year Award to Rep. Jack Murtha (D-Pa.).

Los Angeles unions press Gates ouster

Los Angeles

Labor added its voice to the rapidly growing public outcry for the resignation of the chief of police of the United States' second-largest city.

Los Angeles County AFL-CIO Executive Secretary William Robertson, appearing at a jammed news conference March 19, announced the unanimous adoption of a resolution by the central body's council of delegates, demanding that Daryl Gates step down as head of the 8,500-member police force (LAPD).

In calling for Gates' resignation, the county labor federation joined civil rights and ethnic groups outraged by the March 3 beating of an unarmed black motorist by three officers while 11 others, including a sergeant, stood by and watched.

The county federation resolution said the "brutal assault. . .is only the latest in a pattern of unrestrained police conduct directed at citizens, particularly members of minority groups."

Last June, members of Service Employees Local 399, marching in support of their Justice for Janitors campaign, were charged and attacked by armed and helmeted police outside high-rise office buildings in Century City, part of Los Angeles.

Nearly 40 persons were hospitalized, including a pregnant woman. Jim Zellers, president of Local 399 and an SEIU vice president, was among those beaten up.

At a special hearing called by the L.A. police commission, Robertson confronted Gates, saying:

"Chief Gates, as a public official, you owe a special responsibility to the people you are sworn to protect and serve. When the public loses confidence in you and in the department you have only one real choice. You must step aside. . .now is the time for you to do the right thing."

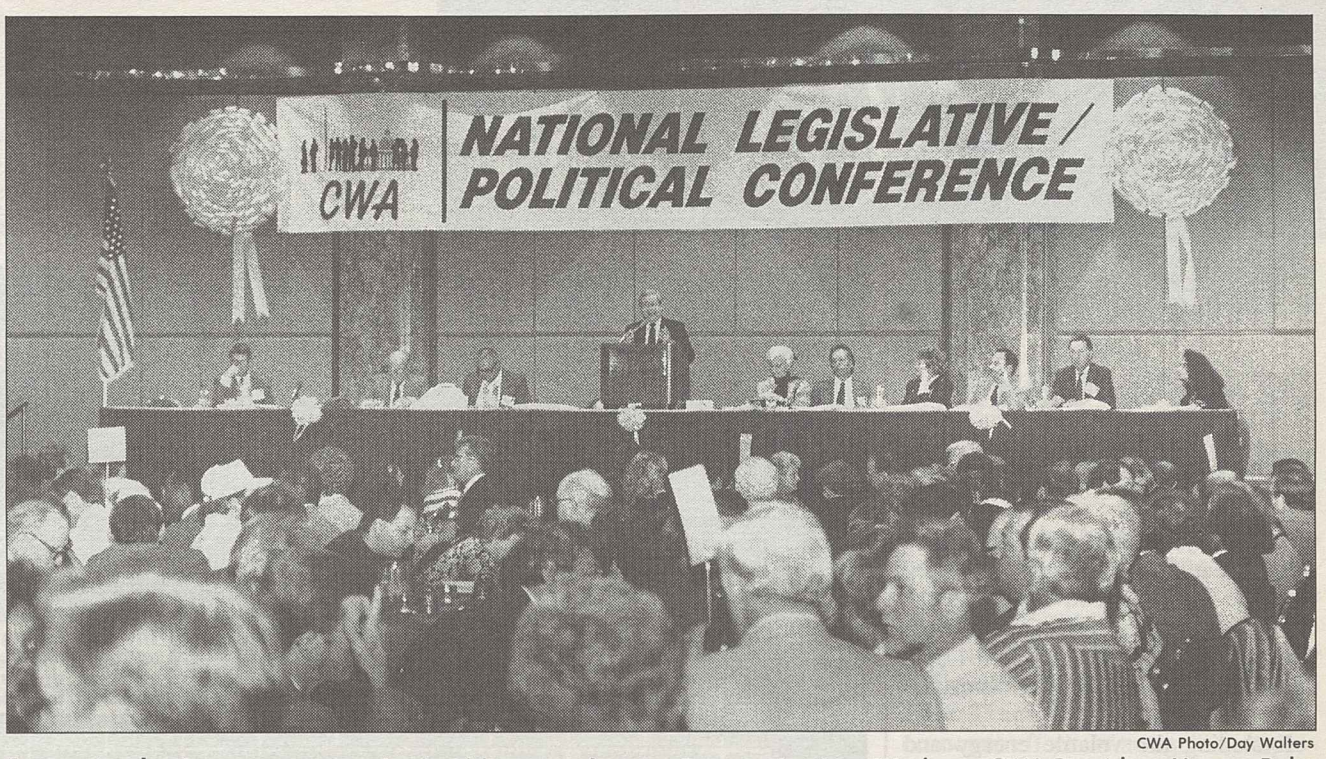
LAPD has maintained a working relationship with trade unions through the department's labor liaison squad. However, the Century City incident and other developments, including the arrest of Robertson and other union leaders in a demonstration at the Hyatt Regency Hotel last year, have strained that relationship.

New Jersey law enacted to ban homework abuse

A New Jersey state law has reinforced a federal ban on industrial homework in women's apparel by expanding the ban to the manufacture of men's garments.

The measure, signed March 4 by Gov. James Florio, bans all homework in the production of men's and women's clothing. The law provides "an extra layer of protection" in the event that the Labor Department lifts the federal ban on homework, as it has already done in production of women's outerwear, the Ladies' Garment Workers said.

The law's sponsors noted that New Jersey has as many as 300 sweatshop operations, run by unlicensed manufacturers, who ignore state wage, hour and child labor laws. The complete ban on homework will make it easier to prosecute violators of the law, the union said.



CWA Photo/Day Walters

Congressional action on measures for health care reform and banning striker replacements are top priorities for Communications Workers, CWA President Morton Bahr tells legislative conference delegates.

CWA: Outlaw striker replacements

By Candice Johnson

Delegates to the Communications Workers' political and legislative conference set plans for "Health Care Action Week" and raised the stakes in labor's campaign to win a ban on the permanent replacement of strikers.

With health care reform and the striker replacement ban designated as the union's top legislative priorities, CWA members discussed activities and informational picketing on health care planned for the week of June 3-9, then rallied with hundreds of other unionists at the Capitol in pressing Congress to enact the striker replacement bills.

During the four-day session, the 650 delegates heard from key union and legislative representatives in morning sessions. Afternoons were spent in workshops and on Capitol Hill, meeting with members of Congress on CWA's legislative goals, which also include curbing electronic monitoring in the workplace, defeating the U.S.-Mexico free trade proposal, and enacting family leave and anti-discrimination measures.

CWA President Morton Bahr said the union would take up at its June convention the question of whether to give political support to legislators who do not back striker replacement measures. Several other unions have announced they will not support members of Congress who oppose the bills.

On health care, Bahr said that the United States seemed to be "the only country in the world that can spend $650 billion a year on health care and keep just about everybody unhappy with the results. We cannot continue to invest in a system delivering such a pitiful return on our investment."

Rep. William Ford (D-Mich.) warned that the proposed free trade agreement would create a massive migration of U.S. jobs to Mexico, and would enable employers to threaten American workers with exporting their jobs.

"We cannot maintain a middle class work force and continue to export American jobs," he said.

Other speakers included Sen. Paul Wellstone (D-Minn.); Reps. Pete Stark (D-Calif.), Pat Williams (D-Mont.), Ben Jones, (D-Ga.), Maxine Waters (D-Calif.), John Bryant (D-Texas), and Larry Smith (D-Fla.); Eleanor Holmes Norton, delegate from the District of Columbia and Patricia Worthy of the D.C. Public Utilities Commission.

ACTWU conferees pick up legislative skills

Union officers and stewards from Clothing and Textile Workers locals in 14 states came to Washington for a week's work on lobbying, political action and legislative activities.

For many of the 35 ACTWU delegates, the institute marked their first experience meeting with legislators, tracking bills and planning political activities.

The unionists met with ACTWU President Jack Sheinkman and Secretary-Treasurer Arthur Loevy, as well as with political and legislative representatives from both ACTWU and the AFL-CIO.

Following sessions on legislative issues, including striker replacement and the proposed free trade agreement with Mexico, and workshops on lobbying and PACs, delegates went to Capitol Hill to meet with their congressional representatives.

The ACTWU members also joined unionists from the Industrial Union Department's legislative conference in a rally at the Capitol to support the bill to ban the permanent replacement of strikers.

Among the members of Congress who met with the ACTWU unionists were Sen. Edward Kennedy (D-Mass.) and Reps. Marcy Kaptur (D-Ohio), Lane Evans (D-Ill.), Joan Kelly Horn (D-Mo.) and Craig Washington (D-Texas).

The 1991 session marked the 42nd consecutive year that ACTWU has held its COPE-legislative institute.

Union Privilege shifts focus to prescriptions

The Union Privilege Health Needs Service, a discount mail-order medication service for union members, is focusing its efforts on prescription medicine.

Sales of non-prescription health items — vitamins, diet aids and over-the-counter medicines, among others — have been discontinued, said David Silberman, Union Privilege president.

The Health Needs Service said concentrating on prescriptions would simplify adminstration of the program, which now helps union members save as much as 30 percent off prices at neighborhood drugstores, Silberman said.

The program is especially helpful to those whose prescription medications are not covered by insurance, or those who must take daily medications on a long-term basis, Silberman said.

"Every year we see pharmaceutical price hikes outpace inflation," said Robert Tahler, Union Privilege vice president. "We hope to cushion the blow to the member by doing this."

The problems associated with rising prescription drug costs came up repeatedly in a series of health care hearings held by the AFL-CIO across the country in the fall of 1990.

In a hearing in Chicago in September, transplant patient Marie Shook spoke of having to bargain with another transplant patient for a $600 bottle of lifesaving medication. In Detroit in October, nursing home worker Attevlie Bridges told the panel, "I don't take all of the medication I am supposed to, because I can't afford to buy it."

The Union Privilege program provides discount mail-order service for participating unions. There is no enrollment charge or annual fee; home delivery usually takes 10 to 14 days, with no charge for postage and handling. Every family member is eligible for the program.

In addition, the plan offers an "open credit" that allows participants to defer payments during a union-sanctioned strike of 30 days or more.

Members of the participating unions may join by sending their name, address, phone number, Social Security number, name of their international union and local, lodge or district number to Union Privilege Health Needs Service, c/o National Pharmacies Inc., P.O. Box 1000, Elmwood Park, N.J. 07407.

ECONOMY

Food, energy prices ease inflation woe

Statistically, workers got a break from the inflationary rat race in February as lower fuel and food costs held the rise in the consumer price index for urban wage earners (CPI-W) to 0.1 percent, although core inflation remained high.

Excluding the volatile energy and food components, the index jumped 0.7 percent and was 5.4 percent ahead of February 1990. The overall CPI-W was up 5.1 over the past 12 months, the Bureau of Labor Statistics reported.

The bureau said prices at gas pumps declined 7.4 percent from January, but were up 10.1 percent over the year. Heating oil prices dropped 5.5 percent over the month and were down 5 percent from the year-ago month.

The increase in public transportation fares slowed to 0.5 percent and were 12.3 percent above February 1990. New car prices increased 0.8 percent for a 3.1-percent rise over the year.

February food prices slipped 0.1 percent, led by a 2-percent decline in fruits and vegetables, but were up 3.1 percent over the year.

Clothing prices surged 1.3 percent in February after climbing 0.9 percent in January, and were up 4.6 percent over the last 12 months. Medical care costs increased 0.6 percent over the month, soaring 9.2 percent over the year — by far the fastest-rising component in the consumer index.

Stamps and booze

Higher postal rates, including the 4-cent jump in a first-class stamp to 29 cents, reflected a 4.1-percent surge in the "housekeeping services" index. Excise tax increases, which went into effect at the start of the year, pushed up the costs of alcoholic beverages 3.2 percent in February. This component rose 11.5 percent over the year, BLS said.

Real weekly earnings of non-supervisory workers rose 0.5 percent over the month due to a 0.6 percent pickup of average weekly hours. Average hourly wages were unchanged at $10.24 in current dollars.

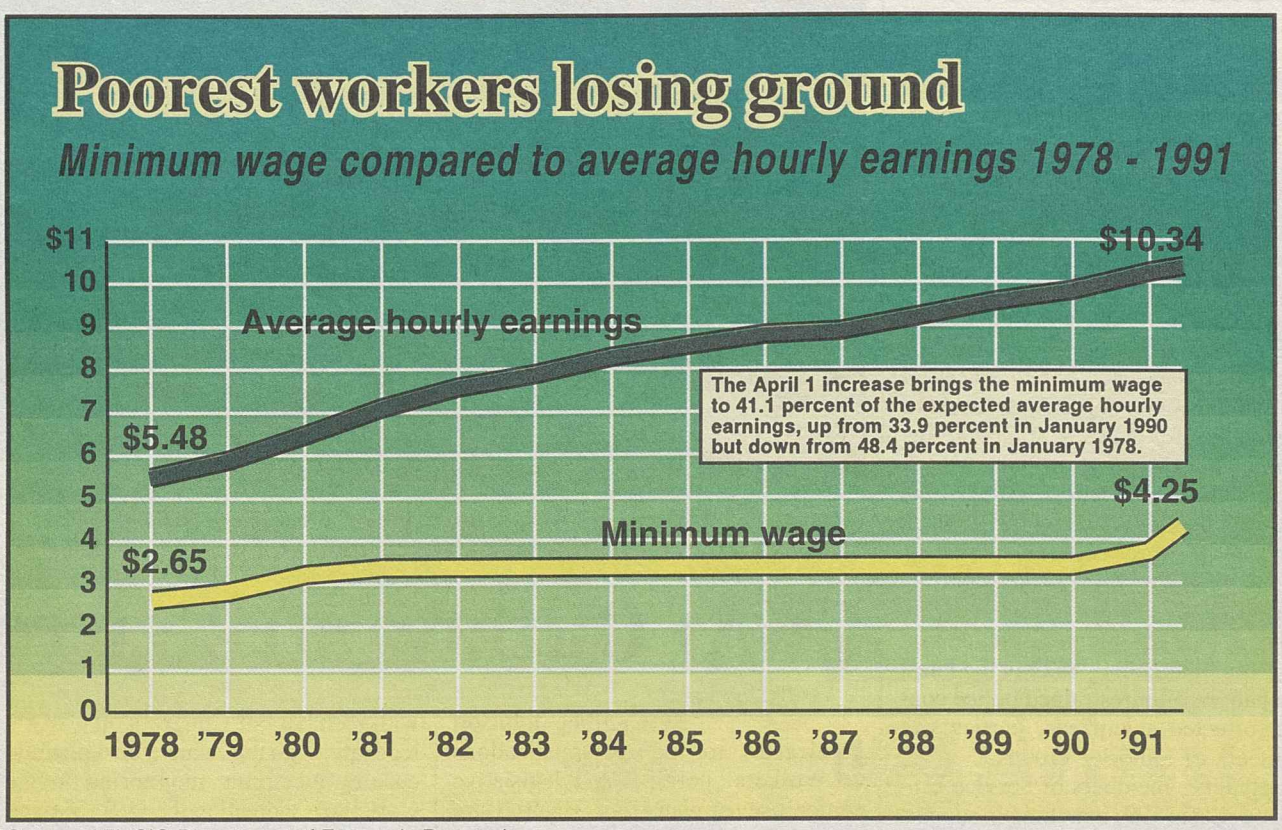
Because of the 5.1-percent rise in the price index, real weekly earnings were down 2.5 percent from February 1990, BLS said. With prices climbing faster than wages over the past 10 years, real earnings were down 6.4 percent from February 1981, according to AFL-CIO economist Anne Draper.

In other economic reports:

- Industrial production dropped 0.8 percent in February, the fifth consecutive monthly decline that includes downturns of 0.5 percent in January and 1.1 percent in December, the Federal Reserve Board said.

The February drop left the nation's factories, mines and utilities operating at 79.1 percent of capacity, down from 79.9 percent in January and the lowest level since late 1986.

- Housing starts in February rose to an annual rate of 989,000 units — a rise of 16.4 percent from January, but 32.2 percent below February 1990, when home construction was running at an annual rate of 1.46 million units.



Source: AFL-CIO Department of Economic Research

Minimum wage rise is small benefit

By John R. Oravec

The federal minimum wage rose to $4.25 an hour April 1 for the nation's lowest paid workers.

But even with the 45-cent increase over the $3.80 rate set a year earlier, millions of workers still will be trapped in poverty with a pay floor that is much less than half of the average hourly wage. The minimum slipped below the 40-percent level during the Reagan and Bush administrations.

The new rate brings the minimum to just over 41 percent of the $10.34 expected average in April, AFL-CIO chief economist Rudy Oswald pointed out. In February, hourly wages for non-supervisory workers averaged $10.24.

At $4.25 an hour, a minimum wage worker would draw $170 for 40 hours on the job. That works out to a pay raise of $18 over the week from the old rate of $3.80 an hour.

The new minimum will provide a full-time worker with an annual income of $8,500.

But if that worker must support two dependents, the family income will be $2,146 below the federally established poverty level as calculated to February 1991 adjustments, federation economist Anne Draper noted. A base wage of $5.17, or just slightly over 50 percent of the average hourly wage, would be needed for a family of three to get above the $10,746 poverty line.

Draper said a minimum wage income for a family of four would be $5,279 below a poverty level estimate of $13,779. Just to get even with the poverty threshold, that family would need an income of $6.62 an hour.

32 million in poverty

Census Bureau data showed that 32 million Americans — including adults and children — were trapped in poverty.

Throughout much of the 1950s and '60s, the federal minimum was above 50 percent of the average hourly wage as Congress periodically amended the 1938 Fair Labor Standards Act to relieve the pressure on the working poor.

In 1950, for example, the federal minimum of 75 cents an hour was 56 percent of the average hourly wage. In February 1968, when the minimum was raised 20 cents, the $1.60 an hour rate was 57.6 percent of the average wage.

The rate was at 48.3 percent of the average wage in January 1980 before falling sharply during the Reagan and Bush years. With the rising cost of living and no upgrade in the minimum, the pay floor slipped to 39.5 percent in 1985 and continued falling to 33.4 percent in 1990. The minimum remained stuck at $3.35 an hour for nine years.

In April 1989, Congress adopted labor-backed legislation that would raise the minimum in three steps to $4.55 an hour. Bush refused to go along, insisting that the top step be limited to $4.25 an hour, which would not kick in until 1992, and vetoed the higher pay floor.

Congress settled on a compromise measure, and in late 1989 approved the bill that brought the $4.25 wage into effect a year earlier than Bush had proposed.

The pay floor applies to all firms with an annual business volume of more than $500,000, as well as to public agencies, schools, hospitals and non-profit organizations.

Manufactured goods imports boost deficit

Imports of manufactured goods accounted for most of January's $7 billion foreign trade deficit, which widened by 11 percent over the month, the Commerce Department reported.

Incoming shipments of industrial supplies, clothing, autos and parts pushed up the overall U.S. import bill by $1.9 billion to $41.5 billion. Exports increased by $1.2 billion to $34.5 billion.

The deficit in manufactured goods alone amounted to $5.8 billion, with imports rising by $500 million from December to $31 billion while exports rose just $20 million to $25.2 billion.

Imports of crude oil and petroleum products in January amounted to $5.2 billion — about one sixth of the nation's invoice for worker-intensive factory products.

While the United States made some gains in exports of manufactured goods, aircraft exports slipped by $400 million to $1.5 billion.

The Commerce Department data showed the trade deficit in autos, trucks, components and parts amounted $3.2 billion as imports outran exports in January $5.4 billion to $2.2 billion.

Any hopes for relief from excessive auto imports during the nation's deepening recession dimmed in mid-March as President Bush turned a cold shoulder on the chairmen of the Big Three U.S. automakers. White House spokesmen said there is virtually no chance the administration would support any import restrictions even as Japanese automakers claimed a wider share of the U.S. market.

Meanwhile, clothing imports shot up by $600 million to $2.2 billion, while exports slipped $185 million for a deficit of just under $2 billion for the month. Footwear imports rose to $834 million and exports fell to $37 million. Last year, Bush vetoed labor-backed legislation that would have curbed imports to save jobs of American apparel and shoe workers.

The deficit with Japan widened by $100 million to $3.5 billion, while the January trade loss with the Asian Rim countries of Singapore, South Korea, Hong Kong and Taiwan narrowed by $200 million to $1 billion. The deficit with Canada eased to $436 million. But the trade gap with China grew by $160 million to $914 million.

The United States posted a $1.1-billion trade surplus with Western Europe, although the edge narrowed by $500 million from December.

Ray Crowell/Page One Photography

Polish President Lech Walesa (right) meets at Blair House in Washington with AFL-CIO President Lane Kirkland, Service Employees President John Sweeney and Electrical Workers President John Barry. Walesa toured the United States in search of investment in Poland, and convinced President Bush to forgive much of Poland's debt. Walesa thanked Kirkland and the U.S. labor movement for their continuing support.

Newsmakers

The Chrysler Corp. eliminated five directors from its board, including UAW President **Owen Bieber.** "It is a mistake to deny labor a voice on the board," Bieber told a press conference. "But it's one that the union won't suffer from."

In 1979, in an agreement that helped pull Chrysler from the brink of bankruptcy, the UAW was given one position on the board. Former UAW President **Douglas A. Fraser** held the spot until 1983, when he retired. Bieber joined the board the following year. Both excused themselves during any board discussion of collective bargaining. Bieber has been donating his annual board pay, which reached $33,000 last year, to the Grand Valley State University in Grand Rapids, Mich.

Service Employees Vice President **Rosemary Trump,** president of SEIU Local 585 in Pittsburgh, and Secretary of Labor **Lynn Martin** on March 21 presented **Danuta Walesa** with five portable mammogram machines for use in Poland. The machines were donated by General Electric at the request of SEIU, which provides health care assistance to Poland under a union-to-union agreement worked out with Solidarnosc in 1989. Last year, SEIU President **John J. Sweeney,** after learning first hand of Polish health care needs, arranged for the shipment of 11 tons of free infant formula, vitamins and antibiotics to Poland.

Two labor representatives have been named to the 45-member Environmental Protection Agency Clean Air Act advisory committee. **Leo C. Zeferetti,** legislative and political director of the AFL-CIO Building and Construction Trades Department, and **Mary Masulla,** legal counsel of the Sheet Metal Occupational Health Institute, will join business executives, educators, physicians and environmental experts in the committee's first meeting in Washington on April 11.

Julius Uehlein, former president of the Pennsylvania AFL-CIO, has been nominated to a seat on the state Public Utility Commission. The appointment by **Gov. Robert P. Casey** (D) is subject to state Senate confirmation and would run through May 1996.

Ron Silver has been nominated for a three-year term as president of Actors' Equity, to succeed outgoing president **Colleen Dewhurst,** who did not seek re-election. The deadline for mailing ballots is April 25. The union's nominating committee also nominated as officers: **Patrick Quinn,** first vice president; **Richard W. Pugh,** second vice president; **Arne Gundersen,** third vice president; **Werner Klemperer,** fourth vice president; **Lynn Archer,** recording secretary and **Conrad Fowkes,** treasurer.

AWARDS

Lynn R. Williams, president of the Steelworkers, will receive the inaugural Arthur J. Goldberg Award at a national Israel tribute dinner May 7 in Washington. AFL-CIO President **Lane Kirkland** is honorary chairman for the tribute dinner, which is being held in association with the State of Israel Bond Organization and is named in memory of the CIO attorney who became secretary of labor, a Supreme Court justice and ambassador to the United Nations.

Dinner co-chairmen are: Communications Workers President **Morton Bahr,** Service Employees President **John J. Sweeney,** Food and Commercial Workers President **William H. Wynn,** and labor lawyers **Elliot Bredhoff** and **Larry Cohen.**

DEATHS

Joseph P. Selly, who led the 1935 strike that led to the 1938 Supreme Court decision on the permanent replacement of strikers, died of cancer March 13 in Fort Lauderdale, Fla. He was 85.

Selly was president of the American Radio Association and its predecessor union for nearly 30 years, and later was an organizer for the Teamsters.

In 1935, he led the American Radio and Telegraphists Association strike in New York and San Francisco that resulted in the Supreme Court's Mackay decision in 1938. While the court agreed that the company would be in violation of the then-new National Labor Relations Act to fire strike leaders, it created the anomaly in the law that allowed employers to "permanently replace" strikers.

Lewis W. Johnson, a longtime representative with the AFL-CIO Department of International Affairs, died of pneumonia Feb. 26 in Rockledge, Fla. He was 87.

He joined the AFL's international affairs staff in 1949 and continued to serve as a representative of the department after the 1955 merger with the CIO. He retired from the federation staff in 1980. In a letter to his son, AFL-CIO President Lane Kirkland said, "All of us who had the privilege to know and work with him will miss the example of dedication that he brought to the goals of the labor movement."

Johnson had been a member of the old International Typographical Union since 1926 when he went to work for the Columbus Dispatch and served as the ITU chapel chairman at the Ohio daily. For a number of years, Johnson had been the joint legislative representative of the Ohio AFL and the Ohio CIO.

Johnson also had been a member of the Newspaper Guild and served as public relations director of the AFL Labor League for Human Rights. Later, Johnson was the AFL-CIO representative on the executive board of CARE, the international relief organization.

Steve Yarmola/AFL-CIO News

Heinz-Werner Meyer, president of Deutscher Gerwerkschaftsbund, the German trade union federation, met with AFL-CIO President Lane Kirkland at the federation's headquarters. The two discussed possible mutual programs between the two labor organizations.

Resources

PUBLICATIONS

Child Care, Almost Ours: An AFL-CIO Guide to Implementing Child Care Laws is designed to make union members aware of the new benefits under the child care law passed in Congress last year. The booklet is available from the AFL-CIO Pamphlet Division, Room 209, 815 16th St. N.W., Washington, D.C. 20006. First copy is free. Fifty cents per copy from 2 to 100.

Exploiting Both Sides: U.S.-Mexico Free Trade explains the social and economic effects of an agreement proposed by President Bush. Pamphlet No. 220. To obtain copies contact the AFL-CIO Pamphlet Division, Room 209, 815 16th St., N.W., Washington, D.C. 20006.

CONFERENCES

The 1991 Education Conference will be held at the Bal Harbour Sheraton in Miami from Tuesday, April 9 through Saturday, April 13. The program will feature sessions on multicultural diversity, union administration and international labor affairs, as well as updates on current legislative topics. For more information, contact Ed Czarnecki at the AFL-CIO Education Department, 202/637-5146.

A Conference for PACs, sponsored by the Federal Election Commission, will be held May 2-3 at the Sheraton-Carlton Hotel in Washington. The conference will cover campaign finance laws, how organizations can enhance participation in the political process, and how to set up a separate segregated fund. For more information, contact the FEC's Information Services Division at 800/424-9530 or 202/376-3120.

TESTIMONY

AFL-CIO Secretary-Treasurer Thomas Donahue testified before the U.S. Senate Committee on Finance on current **U.S.-Mexico Free Trade Negotiations.** Copies available from the AFL-CIO Pamphlet Division, Room 209, 815 16th St., N.W., Washington, D.C. 20006.

Bridgeknight slacks added to boycott list

The Bridgeknight brandname of Master Apparel of Somerville, Tenn., has been placed on the AFL-CIO boycott list at the request of the Electronic Workers.

The company, which manufactures men's and boys' trousers and slacks, has refused to bargain in good faith since the workers voted two years ago to be represented by IUE. A majority of the 200 workers chose the union to address problems such as low wages, no sick days, no retirement plan and inadequate health insurance.

The National Labor Relations Board also issued a complaint last year that Master Apparel violated the law by threatening to discharge workers for distributing union literature, interrogating a worker about union activity and promising increased benefits if the workers withdrew their support of the union.

The settlement agreement included an arrangement to post a notice to the employees that they will bargain in good faith. However, the company has not complied.

Momentum builds for permanent replacement ban

Continued from Page 1

conferences joined in a show of concern over the permanent replacement of strikers during a Capitol Hill rally organized by the AFL-CIO Industrial Union Department.

Sen. Howard Metzenbaum (D-Ohio), who introduced the Senate bill, addressed the Capitol Hill rally, questioning the morals of employers who use permanent replacement workers.

"Employers used to go the extra mile to prevent a strike," Metzenbaum said. "Now they are hell-bent to provoke a strike. These employers have no sense of loyalty to their workers. They have no interest in fairness, or in collective bargaining. Their goal is to escalate strikes into bitter confrontations which destroy lives and cripple unions."

Unionists also are working at the state level, and have been rewarded most recently with the introduction of proposals in Pennsylvania, Delaware, New York and Minnesota.

With the shouts of "no scabs" from union supporters echoing in the background, Pennsylvania state Rep. Mike Veon sponsored an eight-bill reform package that would ban the permanent replacement of strikers.

In Delaware, a proposal would, among other provisions: ban the hiring of professional strikebreakers; limit advertisements for replacement workers, including requiring the ad to state that a strike is in progress, and mandate continued health and insurance benefits for replaced workers.

A measure introduced Feb. 5 in the New York legislature would allow the state attorney to seek a state court injunction prohibiting the hiring of replacement workers by an employer involved in a labor dispute.

The Minnesota House approved a bill that would prohibit employers from hiring permanent replacement workers during a bona fide strike or lockout.

Meanwhile, AFL-CIO Legislative Director Robert McGlotten is encouraging all union members to contact their representatives with postcards, urging them to restore the balance in labor-management relations by co-sponsoring the bills. McGlotten described the postcards as the first step in the legislative campaign.

Tom Matthews

Daily News strikers received loud applause as they march in New York's St. Patrick's Day parade.

Oscar hears about strikebreaking

The pain of workers who are "permanently replaced" visited the glitz and glamor of the 63rd annual Academy Awards.

Barbara Kopple, accepting the documentary award for her "American Dream," dedicated the award to the Austin, Minn., meatpacking workers who were forced to go on strike, "and then were permanently replaced."

Kopple, who said she "likes to make movies about workers," previously won an Oscar for "Harlan County USA." "American Dream" was co-produced by Arthur Cohn.

INSIDE

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APRIL 1, 1991

AFL-CIO NEWS

1 ***Daily News crews back on the job***

Following a nearly five-month-long strike, the first edition of the New York Daily News is off the presses and on the newsstands, marking a big victory for union workers.

3 ***Congress preserves Davis-Bacon benefits***

The House and Senate reject a campaign by non-union construction firms to demolish apprenticeship and abolish protections of the Davis-Bacon Act.

4 ***Court ruling backs women, job safety***

The Supreme Court's decision on Johnson Controls Inc.'s "fetal protection" policy means employers must eliminate workplace hazards, not job opportunities for working women.

4 ***Cuba frees unionist political prisoner***

The AFL-CIO Committee for a Free Cuba reaches a major goal: the release of Ernesto Diaz Rodriquez, a unionist held prisoner in Cuba since the 1960s.

5 ***Returning troops get expanded benefits***

Congress acts to provide some improved health, education and job benefits for returning military personnel; unions continue their campaigns to aid families of reservists.

10 ***Minimum wage rise keeps many in poverty***

Despite a 45-cent increase in the minimum wage April 1, millions of the nation's lowest paid workers remain trapped below the federal poverty level.

UNION YES

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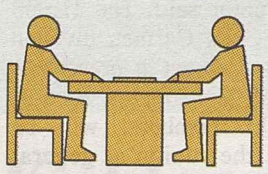
VOLUME 36, NUMBER 8 APRIL 15, 1991



Bargaining '91

Contract innovations in family issues and job security marked labor's successes in 1990 negotiations. See Pages 7-10.

Workers Memorial Day message: 'Better law'

By Arlee C. Green and Sharolyn Rosier

Workers will be joined by public officials, clergy and other supporters as they call for reform of the federal job safety law on April 28, the third annual Workers Memorial Day and the 20th anniversary of the Occupational Safety and Health Act.

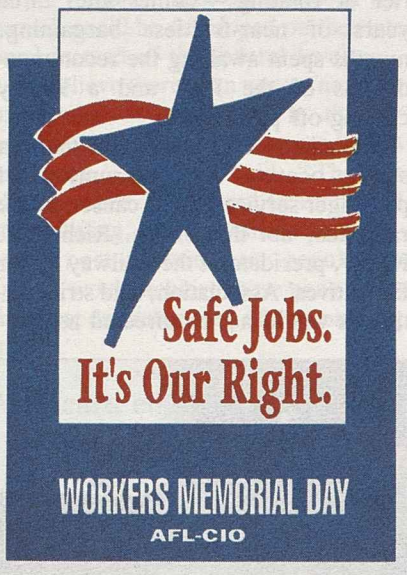
Lives have been saved by the passage of OSHA two decades ago, AFL-CIO Safety and Health Director Peg Seminario said. But many more have died or been injured and grown sick because of workplace hazards during those years, and the passage of time has shown that further legislative action is needed to repair major shortcomings in the law.

Across the country on April 28, workers will be dramatizing the need for reform through marches, rallies, candlelight vigils, memorial services and workplace demonstrations. In addition, they have enlisted the support of officials who will issue proclamations and participate in memorial dedications.

The AFL-CIO is seeking legislation to expand the scope and coverage of the law, stiffen enforcement and heighten workers' participation in the prevention of injuries and illnesses on the job. Specifically, the federation seeks to:

- Give workers the right to refuse to do work that threatens their lives, without fear of employer retaliation for exercising those rights.
- Give workers the right to participate in worksite safety and health committees. The committees would have the right to meet, conduct inspections, investigate accidents and gain access to safety and health information.
- Give workers the right to contest OSHA citations and penalties when those enforcement actions aren't strong enough.
- Direct OSHA to act quickly on serious job hazards and limit political interference in the standard-setting process by the White House Office of Management and Budget.
- Improve the collection of data on occupational injuries, illnesses and deaths by requiring employers to report these incidents immediately.

Continued on Page 5



Anne Martens/Page One Photography

AFL-CIO President Lane Kirkland, accompanied by Employee Benefits Director Karen Ignagni and Legislative Director Robert McGlotten, tells Senate panel that consensus is building for health care reform. See Page 3.

Harsh strikebreaker toll spread during '80s

By Muriel H. Cooper

Amid such high-profile "permanent replacement" cases as Eastern Airlines, Greyhound and the New York Daily News are hundreds of other stories of smaller employers who use the permanent replacement tactics in strike situations.

According to statistics compiled by the Machinists, the practice of "permanent replacements" has taken a heavy and increasing toll on its units of less than 1,000 workers.

Of the 40 cases of "permanent replacements" the IAM found among its smaller units, only three occurred between 1975 and 1979. The incidents occurred more frequently as the 1980s progressed, with four cases each in 1983, 1984 and 1985, and eight cases in 1987.

In 1980, two plants — Kiene Diesel Accessories of Chicago and Reliable Tool and Machine of Kendalville, Ind. — "permanently replaced" a combined 65 union members, the IAM reported.

But in 1990, seven employers — Reliance Medical Products, Cincinnati; Professional Maintenance, Charleston, W. Va.; Scheu-Kniss Machine Co. and Stauble Tool and Machine, both of Louisville, Ky.; Sterling Factories, Erie, Pa.; Standard Golf Manufacturing, Cedar Falls, Iowa; and Aircraft Gear Corp. of Chicago — brought in a total of 247 permanent replacements.

That 350 percent increase from the beginning to the end of the decade explains why organized labor has mounted a major campaign for passage of H.R. 5 and S. 55, legislation that would ban the use of permanent replacement workers.

But statistics don't fully tell the story, said Sen. Howard M. Metzenbaum (D-Ohio), author of the Senate legislation, in criticizing a General Accounting Office study that reported "permanent replacements" being threatened in one-third of the strikes in small and large units during 1985 and 1989, and being hired in 17 percent of all strikes in each year.

"We are talking about 14,000 workers covered by the National Labor Relations Act who are permanently replaced each year, plus thousands more under the Railway Labor Act."

"When the right to strike is turned into giving up your job to a permanent replacement worker, democracy is damaged, families are threatened and communities are destroyed," said IAM President George J. Kourpias. "Everyone must be involved in this fight for workplace justice."

The story is told most vividly in the words of workers who have endured the

Continue on Page 4

Transportation unions testify

See Page 4

Congress urged to push trade off 'fast track'

Donahue: Bush trying to pull a fast one

By Mike Hall

If fast-track authority for a U.S.-Mexico free trade agreement is extended, "Congress would be powerless to steer the FTA in a more humane and sensible direction," AFL-CIO Secretary-Treasurer Thomas R. Donahue warned the House Ways and Means Committee. "It could not check even the worst excesses of this scheme."

The Bush administration is pushing the trade proposal on a "fast track," which would leave Congress with only a yes or no vote with limited debate and no amendments, despite widespread concerns about a possible free trade agreement.

Labor and environmental groups contend that such an agreement could wreak environmental havoc on the border areas, cause severe economic dislocation for tens of thousands of American workers and do virtually nothing for Mexican workers.

The president, cranking up his campaign blitz for the trade deal, recently hosted Mexican President Carlos Salinas de Gortari in Texas. He criticized the labor movement for its opposition to fast track and, according to White House aides, plans to stage a number of trade-oriented events in the coming weeks.

To counter that campaign, the AFL-CIO sent every senator and representative recent research material and a video outlining the problems of fast-track authority on such a vital issue, and

Continued on Page 13

Rail talks in uphill chug as deadline nears

By Arlee C. Green

While the Transportation Communications Union and Railroad Signalmen have reached tentative accords with the nation's rail freight carriers, members of eight other unions are poised to strike at 12:01 a.m. April 17, when the "cooling off" period expires.

Most of the unions involved will be bargaining up to the deadline. Train Dispatchers President Robert J. Irvin said the union is close to a tentative settlement, but is still ironing out "a troubling detail involving Consolidated Rail," which sought a separate deal on employee protection language.

Maintenance of Way Employees President Mac A. Fleming said his union is continuing to bargain, but is frustrated by the carriers' refusal to bargain in good faith. Fleming is urging Congress not to intervene if negotiations end in a walkout.

The main issue for BMWE is the proposed elimination of geographic seniority districts. The carriers want to eliminate the districts, which currently extend 500-600 miles, and thereby require workers to travel and work thousands of miles from home.

The UTU's 80,000 conductors, brakemen, switchmen and firemen have authorized a strike. The union said it hasn't met with management for three weeks and no further meetings are scheduled.

UTU President Fred Hardin said the carriers want to eliminate the brakeman positions, which potentially could cut 18,000 jobs. He reportedly is lobbying Congress to disregard the findings of the Presidential Emergency Board No. 219 (PEB) and to appoint a new commission to review the issues.

The Locomotive Engineers haven't met with management since March 22 and, at presstime, no further meetings were scheduled. BLE spokesman Steve FitzGerald said the union is preparing for a selective strike, and has delivered picket signs and instructions to its local unions.

The prospect of a rail strike — be it nationwide, limited to an individual carrier or rotating — comes after three years of near-fruitless bargaining, months spent awaiting the recommendations of the PEB and a 90-day cooling-off period.

The unions have made clear that if a strike occurs, any disruption of passenger service will be caused by the railroads, not the unions. Richard I. Kilroy, president of the Railway Labor Executives' Association, said strike activities would not be directed at commuter railroads or any other passenger lines.

"Our complaint is with the railroads, not the traveling public," Kilroy said. "The railroads are making passengers the human shields in their strategy. While unions are pledging to keep the passenger trains rolling, the companies are looking for every excuse to shut them down.

"For three-and-a-half years, the carriers have refused to bargain with us in good faith, even though they're making record profits. Now they want to push us into a strike, hoping a strike will prompt Congress to impose on us a contract patterned after the report of the PEB."

The board's report recommends wages that would cut real earning power by 16 percent over the life of the contract, the RLEA said. It also calls for health insurance costs to be forced on the workers, a move that would undercut earning power even more.

TCU's tentative accord, reached April 5, covers more than 50,000 white-collar, computer and clerical workers. The unit is preparing to vote on the proposal covering wages and work rules, which was approved by the union's general chairmen on April 10. Ballots are expected to be counted by mid-May, the union said. The 21,000 members of TCU's Carmen division were without a contract at presstime.

The Railroad Signalmen's accord, covering 7,000 members, will be presented to the union's general chairmen April 23. If they approve it, the proposal will be voted on by the members during May.

The negotiations, which began in early 1988, have revolved mainly around wages, work rules, health and welfare co-payments and the contractual protection of workers' rights on sold-off short lines.

Shortly after the required 30-day cooling-off period started on Jan. 15, Operation Desert Storm began.

In February, the rail unions persuaded management to extend the cooling-off period by 60 days to assure full rail service throughout the Persian Gulf war. That period expires April 17, when the carriers can unilaterally impose wage and work rules not agreed to and workers will be free to strike.

The rail unions involved are the UTU, BMWE, TCU and its Carmen division, Train Dispatchers, Locomotive Engineers, Railroad Signalmen, Boilermakers, Electrical Workers, Firemen and Oilers and Sheet Metal Workers.

Solidarity Day to spotlight key labor goals

Steve Yarmola/AFL-CIO News

With the U.S. Capitol in the background, AFL-CIO President Lane Kirkland tapes a television message to trade unionists asking their participation in Solidarity Day activities in Washington on Aug. 31.

The AFL-CIO is organizing and mobilizing a show of solidarity and conviction in the nation's capital on the Saturday of Labor Day weekend — Solidarity Day 1991.

On the morning of Aug. 31, union members and allies — from civil rights, health care, education, environmental and other groups — will meet at the Washington Monument, then gear up for the march down Constitution Avenue to the U.S. Capitol for speeches and entertainment.

Solidarity Day 1991 will demonstrate support for three key goals: legislation prohibiting the permanent replacement of strikers, national health care reform and full freedom of association at home and abroad. At home, that includes full collective bargaining rights for public employees.

In a letter to international unions, AFL-CIO President Lane Kirkland called on union members to join the demonstration, which also marks the 10th anniversary of the successful first Solidarity Day, when hundreds of thousands of working men and women from across the country flocked to the nation's capital on Sept. 19, 1981.

"We shall strive to match that great day of a decade ago," Kirkland wrote, adding, "we hope that chartered planes, trains and buses will bring trade unionists together from all parts of our country." That's a switch from 1981, when planes were verboten to all trade unionists in solidarity with the air traffic controllers.

The AFL-CIO is urging unions and state and local labor federations "to cancel plans for city and county 1991 Labor Day parades and picnics" and focus those efforts on "leading your union members to the nation's capital on Aug. 31," Kirkland wrote.

Coordinators named by their international unions will work with AFL-CIO staff on recruiting, transportation and other logistical needs. Promotional materials, including fact sheets and mailings, also will be available.

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LEGISLATION

Kirkland: U.S. ripe for health care reform

Consensus building for major changes

By Colleen M. O'Neill

There is a new sense of cooperation among groups affected by the decline of the American health care system, AFL-CIO President Lane Kirkland told a Senate committee, urging Congress to translate that consensus into national health care reform.

Testifying before the Finance Committee April 9, Kirkland said "organized labor, organized medicine and many in the business community are at long last forming a consensus around the notion that the current health care system just doesn't work for the average American.

"We find ourselves in virtual agreement over the three basic goals of lowering the cost, expanding access and improving the quality of our health care system," he said.

Kirkland urged Congress "to take advantage of this growing consensus and to take the lead in fashioning a program of national health care reform. . .and stem this crisis before it impoverishes the bulk of the American middle class."

Congressional support

Influential senators added their voices to the call for national health care reform. Congress "must pass a health care bill," said Majority Leader George Mitchell (D-Maine), who is a member of the committee.

Committee Chairman Lloyd Bentsen (D-Texas) set the stage for the discussion in his opening remarks, when he pointed out that respondents in a 1990 survey showed greater concern about their health care situation than about taxes, rising interest rates and possible loss of their job.

The United States has "the best health care in the world for those who can afford it," said Bentsen, who noted that middle-class Americans were facing a real squeeze when it came to adequate health care.

Mitchell said that access to affordable health care is necessary for all, and that it was essential that the 37 million Americans lacking health insurance receive coverage.

Kirkland urged Congress "to take advantage of this growing consensus and to take the lead in fashioning a program of national health care reform. . .and stem this crisis before it impoverishes the bulk of the American middle class.

"Clearly, we are heading down that road. The health care tragedy is no longer confining itself to the fringes of our society," he said. "It's now striking at millions of solid, working, taxpaying families."

Kirkland told the committee of the findings from eight regional hearings sponsored by the AFL-CIO last fall, and outlined the federation's basic goals for national reform along with several specific proposals.

Responding to a question from Bentsen, Kirkland urged the creation of a national commission composed of consumers, purchasers, government and providers to help contain the growth in health care costs. This commission, he said, would oversee negotiations to set reimbursement levels and would utilize the cost-containment methodology of Medicare to all payors.

Sen. Robert Packwood (R-Ore.) asked Kirkland about the federation's support for mandated care. "I believe that would have to be a part of a health care reform package," Kirkland said. "However, if we are to mandate coverage on employers, I think it is a collateral responsibility to create a package of benefits that is cost efficient (for small employers)."

Kirkland opposed a suggestion by Sen. John D. Rockefeller IV (D-W.Va.) that a cost-containment approach could be developed on the state level instead of the federal level.

"I believe there is an urgent need for uniformity of regulation in the requirements that may be imposed upon providers," Kirkland said. "There is also a need for simplification and streamlining. I do not think a state-by-state cost-containment regulatory system would achieve those goals or be the most desirable way of approaching it."

Medicare eligibility

Questioned by Sen. John Breaux (D-La.) on the AFL-CIO's proposal to lower Medicare eligibility to age 60, Kirkland noted that the evolution of pension plans has made it possible for more people to retire with a tolerable income — and that the spouses of these retirees likely are not eligible for full benefits yet, either.

"Therefore, I think there is a very strong case for reducing the age of eligibility for Medicare to more closely reflect the actual practice and the average age of retirement," he said.

Kirkland noted also that the issue of retiree health care has become an increasingly difficult one for employers and for unions negotiating with employers.

"Lowering the age for eligibility for Medicare would, I believe, constructively address many of those problems and relieve many of those problems, and it simply makes sense."

Others testifying at the hearing were Robert D. Reischauer, the director of the Congressional Budget Office, and Professor Robert J. Blendon Ph.D., the chairman of the Department of Health Policy and Management at the Harvard University School of Public Health, and a panel of business executives.

Health care disenchantment growing, poll shows

The Roper Organization has found new evidence that the nation's health care system is failing to serve the needs of Americans.

"Never before in the 17 years that Roper has been tracking Americans' attitudes toward health care have sentiments been so universally negative as they are today," Roper said of its latest polling data.

In response to a survey of approximately 2,000 adults 18 and older conducted in September 1990, less than half — or 30 percent — describe the cost of medical care as "very reasonable" or "fairly reasonable." That compares with 43 percent in 1988 who said the cost of health care was reasonable.

Likewise, in 1990 only 35 percent said they were very satisfied with the quality of their own care, down from 44 percent in 1988. A mere 25 percent — down six percentage points from 1988 — said they were satisfied with their arrangements for paying for medical care.

The Roper Organization's surveys also confirm the growing ranks of the uninsured and underinsured. Only 41 percent of the adults responding to the survey said their families had hospitalization insurance; 30 percent said their families had medical-surgical coverage; and only 28 percent said they had major medical coverage.

Finally, only 48 percent of respondents in a March 1990 survey characterized their opinion of the medical care system as "highly favorable" or "moderately favorable," down sharply from 65 percent in 1988.

The 1990 respondents ranked the medical system last of 12 major institutions — behind labor unions, business, the press, the court system, public schools and the Congress. among others.

Roper's polls show a growing trend toward support for reform of the system. Approximately 80 percent of respondents in a 1990 study said the nation should be working toward containing spiraling costs.

Only the need for a cure for AIDS and fighting crime and drugs ranked higher on the national agenda for these respondents.

Finally, when asked how to reform the system, a new national plan was favored by 52 percent of respondents, while 36 percent said they favored their current private plan.

Capitol Digest

If the administration has its way, the ability of unions and of charitable, religious and educational groups to communicate would be severely slashed.

The problem centers on the part of the budget for the U.S. Postal Service called revenue foregone, which allows the USPS to deliver mail from these groups at reduced rates.

The administration's proposed FY 1992 appropriation cuts $290 million from revenue foregone. "If the postal service is compelled to pick up the cost for revenue foregone, these expenses will result in either higher postage rates or a reduction in service for these groups," said AFL-CIO Legislative Director Robert McGlotten.

The AFL-CIO has urged Congress to restore full funding for revenue foregone.

If the money isn't restored and the Postal Service is forced to raise rates, unions and the other groups will have to foot the extra cost for almost all their mailings, from publications to election notices to simple communications. Many will be forced to reduce the number or frequency of their communications with their members.

Elsewhere on Capitol Hill:

INDOOR AIR — The AFL-CIO is backing a bill that would begin a cleanup of the nation's indoor air — addressing the "sick-building" syndrome, documenting the health hazards workers face from indoor air pollution and setting federal regulations to protect workers' health. Diane Factor, an industrial hygienist with the AFL-CIO, told the House health and environment subcommittee that "indoor air pollution presents a similar, if not more complex and subtle version" of such toxic agents as asbestos, coal and cotton dust, which employers for years denied were the causes of workers' ill health.

CIVIL RIGHTS — Union members can help spur action on the AFL-CIO-backed Civil Rights Act of 1991. The Leadership Conference on Civil Rights, of which the AFL-CIO is a member, has established a 900 telephone number to generate postcards of support for the bill. Simply dial 1-900-370-FAIR and postcards expressing your support for the bill will be sent to your representative and senators. There is a $3 charge for the call.

FAMILY LEAVE — The Small Business Administration has stopped distribution of one its own reports that shows granting family or medical leave for workers is in fact cheaper for employers than replacing the worker. While the opponents of H.R. 2 and S. 5 have claimed a national leave policy would be a huge cost burden, most studies, including the SBA's, have disputed that claim. The AFL-CIO has said a national leave policy would cost employers little. The SBA is an independent executive branch agency. The administration is opposed to the bills.

Unions: Transportation undercut by strikebreakers

Campaign picks up as postcards roll in

By Mike Hall

The use of "permanent replacement" workers undermines the nation's transportation system by subverting the collective bargaining process that keeps companies healthy and workers productive, union leaders told two House subcommittees.

At the same time, the AFL-CIO's grassroots campaign to build support for bills to ban the use of "permanent replacement" workers began in earnest. Thousands of postcards from union members arrived on Capitol Hill calling on targeted lawmakers to vote for H.R. 5 and S. 55.

Eastern Airlines could still be flying if the company had not been allowed to use permanent replacements, Machinists President George Kourpias told the Public Works and Transportation's subcommittee on aviation.

Shortly after Martin Shugrue's appointment as Eastern's trustee during bankruptcy proceedings, the two sides met to try to end the long, bitter strike, Kourpias said.

"We thought that the unions and Mr. Shugrue could negotiate a settlement, to try and save Eastern Airlines. . .However, he told me that he would not resolve the issue of 'permanent replacements.' Without settling that issue, there could be no settlement," Kourpias said.

"If that issue could have been resolved, the other issues would have fallen into place and the provisions of the Railway Labor Act (RLA) would have worked as they historically have."

The RLA, which governs the air and rail industries, requires a series of mediations and cooling off periods before workers can strike.

Randy Babbitt, president of the Air Line Pilots, noted that more than 200 Eastern pilots who had been permanently replaced during the strike served in the air war in the Persian Gulf.

Steve Yarmola/AFL-CIO News

Union witnesses tell the House aviation subcommittee of problems caused by use of permanent striker replacements in the transportation industry. From left: Juliette Lenoir, AFA; George Kourpias, IAM; George Leitz; TWU; Vicki Frankovich, unaffiliated flight attendants union, and J. Randolph Babbitt, ALPA.

"They have been rightly hailed as heroes. . . .When they come home however, they'll be unemployed. Even had Eastern survived, they would still be unemployed because they had been permanently replaced," he said.

Juliette Lenoir, vice president of the Flight Attendants, said striking Alaska Airlines attendants in 1976 felt compelled to settle a strike and accept less than what they wanted when the company threatened to replace them.

"We are faced with a new breed of management, which is much more willing to risk destroying their company by replacing dedicated and trained workers than to work through the negotiation process. . .," Lenoir said.

These managers are obsessed with corporate debt and money, she said. "Workers are just replaceable commodities to them."

Many flight attendants, after the experience at Alaska Airlines and other carriers fear being "permanently replaced" if they strike, Lenoir said.

"This perception has made the strike a much less effective tool for labor and has eroded the bargaining power of unions," she said.

Union leaders said using the replacements violates the goals of the RLA. "The key principle of the RLA. . .is that both management and labor are obliged to make and maintain agreements," Transport Workers President George Leitz said.

Does the use of "permanent replacement" workers "facilitate or undermine the making of and maintaining agreements between parties in a labor dispute?" he asked rhetorically.

The arguments that a ban would lead to an increase in precipitous striking are "spurious, even ludicrous," said William G. Mahoney, general counsel of the Railway Labor Executives Association, a coalition of 18 unions whose members work on the nation's railroads.

"Striker replacement, used or threatened, significantly menaces what remains to employees of their very limited right to strike in the railroad industry," Mahoney told the Energy and Commerce's subcommittee on transportation.

The House Education and Labor Committee is expected to mark up the bill shortly.

This is the last major hurdle before the legislation goes to the floor, probably in late spring.

Some two dozen AFL-CIO affiliated Legislative Action Committees met during the Easter congressional break, or scheduled meetings with targeted lawmakers to discuss the bills. Early reports from these meetings indicate that several of the representatives said they would support the bill if it gets to the House floor.

Union members in selected districts also have been asked to use a special toll-free number later this spring to send mailgrams to their representatives and senators urging them to vote for the bills.

Small jobsites hit by 'replacement' tactic

Continued from Page 1

frustration of seeing their hard-earned jobs going to workers from outside the union, and sometimes from outside the community.

Ken King, who was replaced during a three-month strike with Pybus Steel Co. in Wenatchee, Wash., in 1983, was startled by a letter from the new owners of the plant threatening to permanently replace the workers.

"In the decades of cooperation between the IAM and Pybus, there had never been a strike," King said. "We couldn't believe that a dozen or so misfits to a decent society could replace us at the jobs we had done so well for for so many years."

Tim Bailey, a Machinist who worked for a Montana auto dealer until he was "permanently replaced" in 1985, was struck by the injustice of a company that would terminate its striking union members and advertise for 26 permanent replacements.

"It seemed very unfair to those of us picketing that any company should be able to implement their own contract and then fire you for going on strike, then hire incompetent replacements while they continue to negotiate."

"I feel (the strike) would not have lasted five months if these businesses were forced to bargain with us instead of having the power to just replace us," Bailey said. "That seems too one-sided to me. Workers don't seem to have many rights these days."

For Angelo Costa, president of IAM Local 1825 in Cleveland, "permanent replacements" is a personal issue.

Costa worked in the coal mines in Pennsylvania for 15 years and in his day pitied the man who would cross a picket line. While he encouraged his sons to find union jobs, he now asks "what do you tell three sons who belong to a union, were fired from these jobs and been replaced by scabs?"

> **"I feel (the strike) would not have lasted five months if these businesses were forced to bargain with us instead of having the power to just replace us."**
>
> **—Tim Bailey**

Two of Costa's sons were Air Traffic Controllers fired during the PATCO strike in 1980. One son is currently working in the computer field while the other "is doing nothing and can't find a job."

A third son had what his father described as a good job with a steel plant in Cleveland, but was replaced by scabs in 1989. "That's not the best part," he said.

"They signed up for the unemployment and got it," Costa continued. "The company took them to court and the company won. Now the unemployment compensation people want them to pay back all the money they got. Now tell me, how does my son pay that money back. He has three children and makes $5.50 an hour."

And while workers are frustrated with the strange fruit borne by the 1938 Supreme Court Mackay decision that says it is illegal to fire striking workers but okay to "permanently replace" them, most are steadfast in support of their unions.

Dennis Power says "permanent replacements" cost him his marriage and his job at General Dynamic's Convair aerospace plant in San Diego where the IAM struck in 1987. Rehired a year later in a lesser-paying job, Power is struggling to support his three young children and to keep his home and truck. "I tell my kids to look for a union job, because that makes for a strong country," Power said.

The IAM is among the international unions active in the fight to pass legislation to ban "permanent replacements."

ACTWU accord wins protection for job trauma

Workers at three Intercontinental Branded Apparel plants have gained some added protection from cumulative trauma disorders under a unique ergonomics agreement negotiated between the Occupational Safety and Health Administration and an apparel industry employer.

The 1,500 workers are members of the Clothing and Textile Workers Union, which has been working with the company to modify work stations and reduce ergonomic hazards, ACTWU safety and health director Eric Frumin said.

The agreement calls for Intercontinental to reduce cumulative trauma disorder hazards —which can cause such illnesses as tendonitis, low back strain and carpal tunnel syndrome —at its three plants.

The apparel manufacturer also will hire an ergonomist at each site and institute employee and supervisor training in cumulative trauma disorders, which can cause permanent disability.

Vigils, rallies to dramatize OSHA failings

Continued from Page 1

- Increase OSHA enforcement and toughen the criminal penalties that can be imposed for employer violations.
- Expand the act to cover all workers. Millions of workers, including many state and local public employees and workers in transportation, agriculture and federal nuclear facilities have little or no protections.
- Improve funding for the National Institute of Occupational Safety and Health (NIOSH) and establish a national surveillance program to determine the extent of occupational diseases.

Workers Memorial Day this year falls on a Sunday, but union activities will occur throughout the week beginning April 23.

Among the events will be a rally and memorial service April 28 in Ripley, W.Va., near Charleston, where four Ravenswood Aluminum Co. employees died in workplace accidents last year. USWA members at Ravenswood were also locked out in November 1990.

The following is a partial listing of events that have been reported:

ALASKA

Anchorage — Anchorage Central Labor Council: a rally on the Park Strip in downtown Anchorage at 12:30 p.m. Contact: Aleene M. Brown, 907/522-1496.

CALIFORNIA

Fresno — Fresno and Madera Counties AFL-CIO: a two-mile march and memorial service at the Federal Courthouse on April 28 at noon. Contact Marcello Salido, 209/268-4389.

Los Angeles — Los Angeles County AFL-CIO: breakfast and press conference from 8-10 a.m. on April 26 and the presentation of a permanent memorial with deceased workers' names inscribed. Contact: David Sickler, 213/387-1974.

CONNECTICUT

Hartford — Connecticut AFL-CIO: rally and memorial ceremony on April 28 at 1 p.m. on the state Capitol grounds. Contact: Janeen Nolan, 203/953-8717.

ILLINOIS

Chicago — Chicago AFL-CIO: a weeklong lecture series with slide presentations, videos, open discussion and a tree planting to commemorate workers who were killed on the job, April 15-19. Contact: Cathy Bernstein, 312/906-2432.

Peru — Putnam County AFL-CIO: memorial service at 2:30 p.m. on April 28 at Centennial Park and a scholarship fund established for victims' dependents. Contact: Kelly Reffett, 815/224-4331.

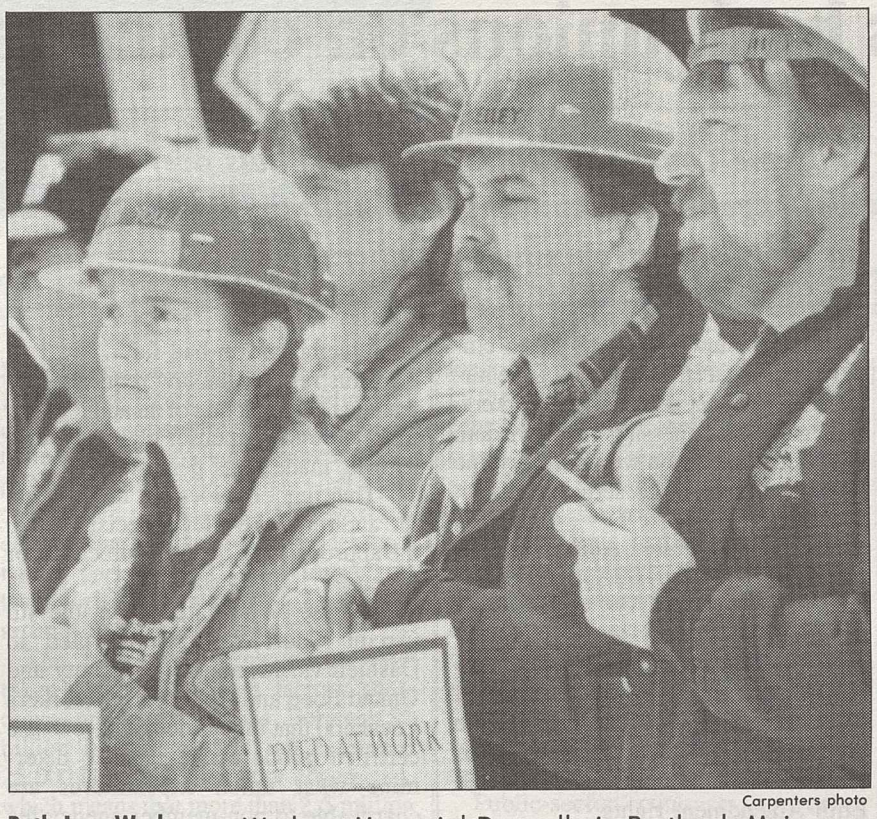
Rockford — Rockford AFL-CIO: a permanent memorial to be placed at a service at the Illinois State Building at 2 p.m. on April 28. Contact: Tom Eschen, 815/398-6282.

INDIANA

Fort Wayne — Northeast Three Rivers Central Labor Council: a rally and memorial and tree planting in Auburn at 2 p.m. Contact: Tom Lewandowski, 219/482-5588.

KENTUCKY

Frankfort — Kentucky AFL-CIO: a memorial service on April 28 from 3-4 p.m. at the state headquarters building in Frankfort, where an artist's concept for Kentucky Workers Memorial Monument will be unveiled. Contact: Dewey Parker, Jr., 502/695-6172.



Carpenters photo

Bath Iron Workers at Workers Memorial Day rally in Portland, Maine.

MICHIGAN

Lansing — Michigan AFL-CIO: a rally on the steps of the State Capitol will be held on April 23 at noon. Contact: Dick Whitwam, 517/372-0784.

Muskegon — West Michigan AFL-CIO and the United Way of Muskegon: a memorial service on April 28 at Hackley Park from 12:30 to 2 p.m. Contact: Brent Gillette, 616/722-3134.

MINNESOTA

Minneapolis — Minneapolis Building and Construction Trades: a memorial service will be held at noon on April 26 at the Mall of America. Contact: John Williams, 612/379-4234.

St. Paul — St. Paul Labor Assembly: a breakfast with Senator Paul Wellstone (D-Minn.) at 8 p.m. on April 27 at the St. Paul Labor Center. Contact: Steve Dress, 612/222-3787.

NEBRASKA

Grand Island — Central Nebraska AFL-CIO: a rally beginning at 2 p.m. on April 28 in Grace Abbott Park. Contact: Harvey Larsen, 308/382-1103.

NEW HAMPSHIRE

Concord — New Hampshire AFL-CIO, State Employees Association, New Hampshire COSH: a program on Public Employee Safety and Health on April 26 from 9-11 a.m. at the Health and Human Services Building in Concord. Contact: Dan Toomey, 603/224-4789.

Pembroke — Nashua AFL-CIO, New Hampshire AFL-CIO, New Hampshire COSH: a breakfast will be held at City Streets Restaurant in Concord on April 28 at 10 a.m. Contact: Dan Toomey, 603/224-4789.

NEW JERSEY

Passaic — Passaic County AFL-CIO; a service at 1 p.m. on April 28 will be held at the Botto House Labor Museum. Contact: Michael Parsons, 201/773-1616.

NEW YORK

Albany — Albany, Troy, Saratoga, Glen Falls, Schenectady Central Labor Councils: a rally will be held on April 28 at 1 p.m. at West Capitol Park. Contact: Ed Ruff, 518/436-8516.

Homer — Thompkins-Cortland Labor Coalition: candlelight vigil and rally at 1 p.m. on April 28. Contact: Sherry Slade, 215/471-6187.

New York City — New York City CLC: a rally at on April 29 at Union Square. Contact: Ted Jacobsen, 212/685-9552.

Rochester — Rochester AFL-CIO: a ceremony will be held at 1 p.m. on April 28 at the Hyde Park Workers Memorial, dedicated two years ago. Contact: Chris Garlock, 716/272-9780.

Syracuse — Greater Syracuse Labor Council and Central New York COSH: a dinner ceremony at 4 p.m. on April 28 at the American Legion. Contact: Sherry Slade, 315/471-6187.

NORTH CAROLINA

Fayetteville — North Carolina AFL-CIO and Greater Cape Fear AFL-CIO: a rally at the Downtown Commons on April 28 at 2 p.m. Contact: Kathleen Rich, 919/371-9549.

OHIO

Cincinnati — Cincinnati AFL-CIO: a memorial service followed by a march at 2:30 p.m. on April 28 in the Kelley Auditorium at Xavier. Contact: Dan Radford, 513/421-1846.

Toledo — UAW Region IIB: a rally at the Local 12 union hall at noon on April 27; Rep. Marcy Kaptur (D-Ohio) is expected to attend. Contact: Pat Wallace, 419/243-4611.

PENNSYLVANIA

Harrisburg — Harrisburg AFL-CIO: a service at Labor's Grove in Riverfront Park on April 28 at 2 p.m. Contact: Robert Settle, 717/231-7830.

Lehigh Valley — Northhampton and Lehigh AFL-CIOs, and Lehigh Valley Building Trades: a permanent workers memorial will be dedicated at 2 p.m. on April 28 at the Bethlehem Rose Garden; a workers memorial exhibit will be featured at Lehigh University's campus through July. Contact: Gail Meyer, 215/258-7218.

Philadelphia — Philadelphia AFL-CIO and Philadelphia POSH: a breakfast and service April 27 at 10 a.m. at the Sheet Metal Workers Local 19 hall. Contact: Mark Forrest, 215/665-1730.

WASHINGTON

Spokane — Spokane AFL-CIO: dedication of a permanent memorial at Riverfront Park on April 28 at 2 p.m. Contact: John Leinen, 509/327-7637.

WEST VIRGINIA

Ripley — West Virginia AFL-CIO and Steelworkers: a rally will be held at the Jackson County Junior Farm Fairgrounds at 1 p.m. on April 28. Contact: Joseph Powell, 304/344-3557.

MSHA uncaps mine owners' dirty deeds

By Arlee C. Green

Federal charges that the operators of nearly half the nation's underground coal mines have tampered with dust samples proves that the mining industry should not be allowed to police itself, the Mine Workers said.

A 20-month investigation by the Mine Safety and Health Administration, which included checking 120,000 dust samples submitted by some 2,000 mines, found widespread tampering with dust samples.

MSHA issued 4,710 citations to 847 mines in 16 states. Among the nearly 500 companies implicated thus far are such mames as DuPont Co., USX Corp., Bethlehem Steel Corp. and General Dynamics. The agency proposed a civil penalty of $1,000 per citation.

UMWA President Richard Trumka expressed the union's appreciation to Secretary of Labor Lynn Martin and the Mine Safety and Health Administration for uncovering and prosecuting 847 mines implicated in massive tampering with coal dust samples, which are intended to protect miners from black lung disease and silicosis.

Trumka decried the current dust monitoring and control rules, saying the program is "so structurally flawed, no amount of enforcement can correct it. Coal miners will continue to slowly strangle to death so long as coal companies are trusted to monitor their own compliance with a law they bitterly oppose at every turn."

At a press conference on April 4, Martin chastised the coal industry. "I am appalled at the flagrant disregard for the law designed to protect coal miners against disabling lung disease. This disregard for workers' health protection is not what American industry is supposed to be about."

While stopping short of charging a conspiracy among coal operators, Martin said, "It's amazing how the incidents (of tampering) dropped once word of the investigation got out."

Trumka said the most disturbing aspect is "that the operators must have been fairly sure they could get away with this massive fraud. . . . With this many companies involved and the rapidity with which they stopped sending fraudulent samples once MSHA started voiding them raises the possibility of a broader conspiracy."

AFL-CIO President Lane Kirkland said the federation believes the U.S. Attorney's Office should now determine if criminal prosecution is warranted.

Martin noted that prosecutors in Charleston, W.Va., and Pittsburgh are pursuing criminal investigations. The UMWA is urging prosecutors in Virginia, Alabama, Kentucky and other states also to actively pursue criminal investigations, Trumka said.

Mine operators allegedly tampered with samples by vacuuming or blowing out the dust, methods that leave a telltale white center in the cassette. Other methods reportedly used included covering the sampling cassette with a rag, or simply placing it outside the mine, MSHA said.

Trumka said MSHA must take responsibility for obtaining the dust samples. "Coal miners themselves should have the right to monitor the sampling at every step. And sampling technology should be modernized to prevent tampering," he said. "Unless this is done, coal operators will continue to find ways to break the law."

Court rulings back unions on contracts, agency fees

Supreme Court vindicates Air Line Pilots over challenge on agreement with employer; UAW upheld on costs of servicing non-members.

By James B. Parks

The rights of workers and their unions were at issue in a flurry of recent court decisions. Organized labor prevailed in two significant cases — a Supreme Court ruling limiting suits against unions and an appeals court verdict upholding a union's procedure for handling objections to the payment of agency fees.

In Air Line Pilots Association vs. O'Neill, the Supreme Court ruled that a union cannot normally be sued by its members over terms of an agreement with managment.

The case stemmed from the two-year strike by ALPA against Continental Airlines. The Supreme Court reversed a 7th Circuit Court of Appeals ruling that the 1985 agreement that ended the strike was "a breach of the union's duty of fair representation."

A group of ALPA members sued the union, claiming that the agreement was worse than if the pilots had surrendered and called the strike off.

Justice John Paul Stevens wrote for the court that the standard of fair representation is breached if a union's conduct is "arbitrary, discriminatory, or in bad faith," but the ALPA agreement did not fit those criteria.

The "final product of the bargaining process may constitute evidence of breach of duty only if it can be fairly characterized as. . . wholly irrational or arbitrary," Stevens said.

ALPA argued that a union cannot be held liable for failing to undo all the harmful but lawful actions of an employer during a strike, including the hiring of permanent replacement workers. Judicial second-guessing of the wisdom of a union's decision would undermine the union's ability to settle strikes, it argued.

In Price vs. United Auto Workers, the 2nd Circuit Court of Appeals denied a challenge to the UAW's procedures for collecting agency fees.

Addressing an issue left open in the Supreme Court's 1988 Beck vs. CWA decision, the appeals court rejected the arguments that the UAW procedures violated the non-members' First and Fifth Amendment rights.

Judge John E. Sprizzo said the Beck decision only prohibited the union from collecting and spending agency fees for purposes unrelated to collective bargaining and contract administration. The UAW's procedures are adequate to satisfy the Beck requirements, Sprizzo said.

No constitutional issues are involved when a union collects agency fees under a contract with a private employer, the court said. Rather, the applicable statutory requirement is that the procedures not be arbitrary, discriminatory or implemented in bad faith.

In this regard, the law requires only that the usual function of an auditor —to make sure the expenses claimed were, in fact, made — is performed.

"That function does not require that the auditor make a legal decision as to the appropriateness of the allocation of expenses. . . ," Sprizzo said.

In a case on a related issue, the 4th Circuit Court of Appeals ruled in Dashiell vs. Montgomery County and United Food and Commercial Workers Local 400 that unions do not have to use certified public accountants to determine what union expenditures are chargeable to non-member agency fee payers.

"This is a victory for all public employee unions in Maryland, Virginia and the Carolinas," said Tom McNutt, president of Local 400.

"This will stop Right to Work lawyers from forcing us to provide unnecessary and confusing information regarding union fees to our non-union bargaining unit members," he said.

The circuit court affirmed a lower court finding that union allocations are based on complex legal judgments for which CPAs are not suited.

In another labor case, the Supreme Court ruled that unions must comply with all reasonable requests from candidates for union office to distribute campaign literature even if the group's rules restrict such use.

Timothy Brown, an unsuccessful candidate in 1988 for president of the Masters, Mates and Pilots, sued the union after he was denied a mailing list before the union's nominating convention. IOMMP bylaws bar distribution of any campaign literature before the nominating convention.

Justice Stevens said a pre-convention mailing would not burden the union because the candidate would have to pay for the mailing.

In other cases of interest to labor:

- The Circuit Court of Appeals for the District of Columbia decided that unions must pay taxes on fees or dues collected from non-members whose tie to the union is participation in union-sponsored health plans. The court agreed with an Internal Revenue Service ruling that the dues for such associate members were unrelated business taxable income under the IRS code.
- The Supreme Court ruled that winning parties in civil rights lawsuits may not recover the costs of experts used to prepare for trial.

The court held that recovery is limited to $30 per day for expert witnesses who actually testify at the trial.

Texas court vacates stilted picketing law

The Texas legislature exceeded its constitutional bounds by using an overly broad definition of what constitutes mass picketing, the state appeals court ruled.

"A society dedicated to the preservation of freedom of expression cannot countenance the broad suppression of speech," the court said.

The statute, enacted in 1971, defines mass picketing as any form of picketing in which there are two pickets at any time within 50 feet of any entrance to the premises being picketed, or within 50 feet of any other picket or pickets. The court concluded that this definition infringes on conduct protected by the First Amendment.

Judge Charles Baird observed that the statute automatically made it unlawful to picket without regard to the peacefulness of the group, the lack of obstruction to the flow of traffic or the noise generated by the picketers.

The court added that picketing is a time-honored form of expression on a broad range of issues, such as labor disputes, the struggle for civil rights and voting rights and abortion issues.

"The decision vindicates the defendants, union members, who were criminally charged for using their civil rights to picket unfair working conditions," said Texas AFL-CIO President Joe D. Gunn.

"More broadly, the court has recognized the historic role picketing claims in American labor-management relations," he said.

The ruling stems from a lawsuit filed by four employees of Auto Motor Convoy who picketed the company. They were given sentences of three days in jail and $100 fines.

Tom Matthews/Steelworkers

West Virginia Steelworkers, locked out by Ravenswood Aluminum Co., pass out handbills to pedestrians in New York City to underscore the connection with Clarendon Ltd., a Manhattan holding company that owns nearly half of the Ravenswood plant. Approximately 1,700 members of USWA Local 5668 were locked out by the aluminium producer last November and subsequently replaced by scabs after management refused to continue negotiations on a new contract. The USWA members also handbilled the public in Stamford, Conn., where the multinational investment firm Stanwich Partners controls 20 percent of Ravenswood.

NFL owners draw $22-million penalty

National Football League owners broke many federal labor laws during the 1987 players strike and are liable for about $22 million in back pay to athletes who walked out, an administrative law judge has ruled.

Judge Benjamin Schlesinger ruled the owners shorted the players one week's salary after the strike ended and must pay about $20,000 each to the some 1,100 striking players.

The owners can appeal the decision to the full NLRB or try to work out a settlement with the players.

The players went out on strike Sept. 21, 1987, and the clubs began playing games Oct. 4 with replacement players.

The players ended their strike on Oct. 15, one day after the owners' deadline for returning to work. The owners barred the returning players from the following Sunday and Monday games, which meant the players would not get paid for that week. The owners then added 15 non-strikers to their rosters for that weekend's game.

"The deadline rule excluding only the striking players from returning. . . discriminates against them only because they struck," Schlesinger said. "It treats them differently from the entire universe of non-striking players."

Interest payments in NLRB cases usually are 10 percent a year. That would result in a payoff of about $22 million to the 1,093 players in the strike, based on an average weekly salary of $15,625 for each regular season game. The payout would equal more than $20,000 per player.

Schlesinger also ruled that the owners should make pro-rated payments to players who failed to qualify for bonuses because they were locked out of the Oct. 18-19 games.

BARGAINING

1990 contract innovations address family, security

By Polly Callaghan

Unions in 1990 negotiated innovative contracts that address such worker needs as family leave and job security, as labor continued its rebound from a decade of adjustment to the increasingly globalized economy, drastic industrial shifts and changing corporate structures.

The contract resurgence could be seen, for example, in negotiations by the Steelworkers at LTV, Wheeling-Pittsburgh and other companies, as the USWA negotiated a full restoration of wage sacrifices made in earlier contracts.

The biggest private-sector contract negotiations in 1990 included the UAW settlements with Chrysler, General Motors and Ford covering more than 500,000 workers; the Teamsters multistate contract with UPS that covered 140,000 workers; the Steelworkers contract with LTV Steel that covered 23,000 workers, as well as many other similar contracts in steel.

Major public-sector contracts were negotiated by AFSCME, the Service Employees, Teamsters and Teachers with New York City, which covered 286,000 workers. Job and income security, wage gains, and employer-paid health care were common themes addressed in these large contracts as well as in numerous smaller contracts. However, postal bargaining failed to reach an agreement and remained in arbitration in early 1991.

Economic constraints

Collective bargaining in the last half of 1990 was made more difficult because of a sluggish economy further hampered by energy constraints. The Department of Commerce reported an index of leading economic indicators that fell consistently in 1990 after July.

By December 1990, unemployment had reached 6.1 percent, the highest level since July 1987 and, with the resulting slack demand for goods and services, created a difficult collective bargaining atmosphere for workers.

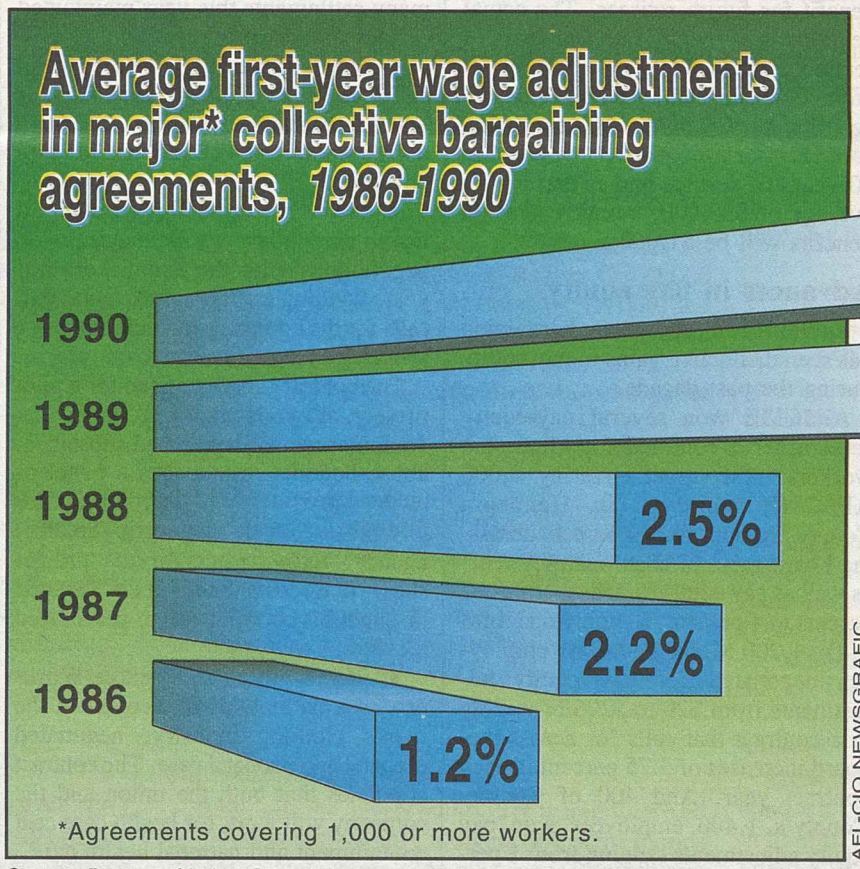
From May 1990 to December 1990, civilian employment fell by 700,000. Manufacturing was hardest hit, losing 450,000 jobs since January 1990 and nearly 1 million jobs since January 1989. The labor force has not grown since the spring of 1990, although the working-age population continues to grow. In addition, the number of discouraged workers also has increased, as has the number of workers forced to work part time because full-time jobs are not available.

Inflation (CPI-W) rose substantially throughout 1990. The average for 1990 (December to December) was 6.1 percent, the highest inflation rate since 1981. For most Americans, there was a decline in real earnings — the measure of wage gains for non-supervisory personnel in the non-agricultural private sector, adjusted for inflation. Real average weekly earnings in December 1990 were down 2 percent from December 1989, as wages failed to keep up with increases in prices.

The trade deficit has been more than $100 billion each year since 1983. The 1990 trade deficit of $101 billion included a deficit of $90 billion in manufactured products. Increased oil prices, caused by the Persian Gulf War, contributed to the increased trade deficit. These higher energy prices have had a particularly strong impact on transportation industries, such as airlines and trucking.

The large trade imbalances have taken their toll through factory shutdowns and lost U.S. jobs. For each $1 billion in deficit trade, an estimated 25,000 U.S. jobs are lost or not created, which means that more than 2.5 million jobs were lost to the trade deficit in 1990. The 1990 surge in unemployment —exacerbated by layoffs in the manufacturing sector — underlines this effect.

In spite of this unfavorable economic atmosphere, gains were made for workers through collective bargaining. Many contracts were negotiated before late summer, when signs of the recession were apparent. Recovery of cost-of-living adjustments (COLAs) and job security will be more difficult to bargain in the aftermath of the recession. Bargaining has focused on job security, COLAs and health insurance costs, as well as wage gains.



Source: Bureau of Labor Statistics

Improved wage gains

The U.S. Department of Labor's Bureau of Labor Statistics reports that, over the life of the contract, wage increases will be achieved by 98 percent of all major private-sector settlements concluded in 1990.

The BLS reports on wage adjustments for contracts covering 1,000 or more workers, but these figures do not include COLAs, lump-sum payments, stock-option plans and profit-sharing plans that, in recent years, have been significant factors of negotiated contracts. Because of this, the BLS figures tend to understate bargaining gains.

Contracts primarily were front-loaded, averaging a 4.0 percent increase in the first contract year and 3.2 percent annually over the life of the contract. During the mid-1980s, when concession bargaining was at a peak, contracts were primarily back-loaded.

The last time parties to these same settlements negotiated, the average wage rate adjustments were smaller — a 2.3 percent increase in the first contract year and 2.0 percent annually over the contract term. This is the second year since 1981 that new contracts called for higher wages than the agreements they replaced.

Public-sector contracts, covering 920,000 state and local government workers, provided wage rate adjustments that were about the same as the contracts they replaced. Wage rate adjustments averaged 4.9 percent higher in the first year and 5 percent over the life of the contract. The last time these same parties negotiated, wage adjustments were 5 percent in the first year and 5.1 percent over the life of the contract.

BLS also computes effective wage adjustments for new and existing contracts combined. These gains in wages include COLA adjustments, deferred payment adjustments, or new settlement gains. It was 3.5 percent in 1990, compared with 3.2 percent in 1989.

Of the 5.9 million workers under all major agreements, 38 percent have COLAs in their contracts, according to BLS data. Wage adjustments from COLA reviews in 1990 averaged 48 percent of the price change during the COLA review period, a level that has continued for several years after being near 60 percent between 1976 and 1984. Of the 3.5 percent total average effective wage adjustment, 0.6 percent is attributable to COLA adjustments.

The union advantage

According to the Labor Department's Employment Cost Index (ECI), unionized workers receive 32 percent higher compensation than non-union workers. The figures for March 1990 show that union workers earn an average of $18.78 per hour in total compensation, wages and fringe benefits combined. Non-union workers earn $14.22 per hour in total compensation.

The economic advantage of union membership is also shown by the BLS household survey data on median weekly earnings of full-time union and non-union workers by occupation and industry. All of these measures show that workers get a better deal when they bargain collectively.

According to a report by the Institute for Women's Policy Research, a Washington-based think tank, secretaries and clerical workers who belong to unions earn an average of $56 more per week than their non-union counterparts. That amounts to $2,900 more per year.

Forms of variable compensation, such as profit-sharing, gain-sharing, and ESOPs, have become an increasing part of negotiated settlements. Unions have found these plans useful in some circumstances when basic fair wages and good benefits were paid.

Too often, however, variable compensation plans are used when a firm is in serious trouble and a decent wage is not available. Yet, if set up properly, these schemes can pay off for employees in the long run.

For example, National Steel and Shipbuilding Co. distributed $4 million in profit-sharing bonuses to 3,200 union members, who agreed to concessions in return for the profit-sharing plan. The average journeyman payout was $1,300 for the seven participating craft unions — Iron Workers, Carpenters, Painters, Machinists, Operating Engineers, Electrical Workers and Teamsters. While the unions are happy with the payout, they still are concerned about the health of the industry in the long term.

Pension changes

In pensions, the trend for the work force at large over the past several years has been the success of employers in moving away from defined benefit plans and toward defined contribution plans. But that is not the trend in the union sector.

Under a defined benefit plan, the level of retirement income is assured by the employer, regardless of the success or failure of the pension fund. A defined contribution plan specifies the employer's contribution, but cannot predetermine the actual benefit upon retirement, which depends on the investment performance of the pension fund.

Most unions have maintained their defined benefit plans. Unions generally prefer defined benefit plans because they provide the most security to employees, who know, without a doubt, what their entitlements are. On the other hand, many unions representing workers at smaller employers have negotiated defined contribution plans and pooled the funds in multiemployer funds.

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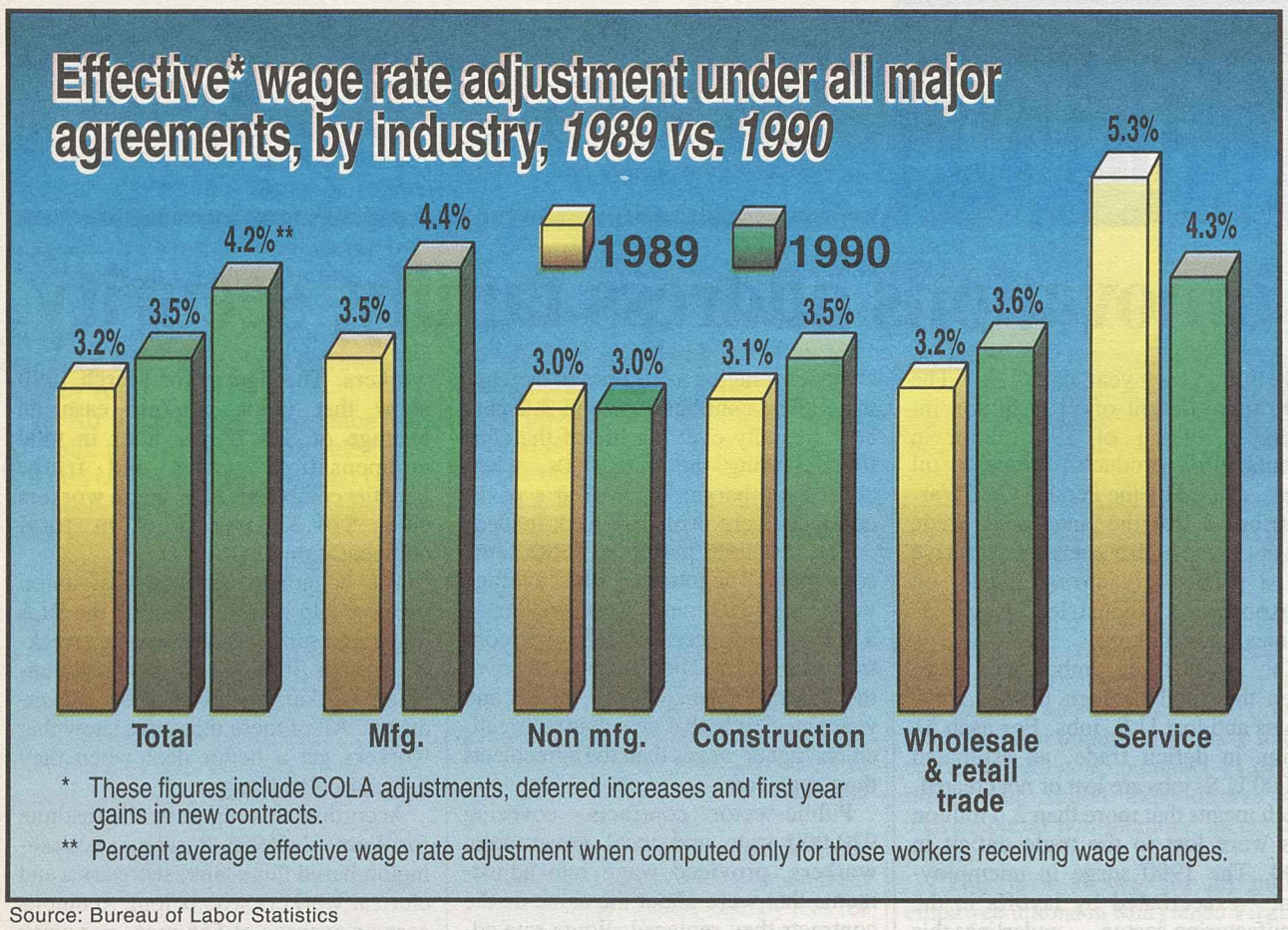
Polly Callaghan is the 1990-91 intern in the AFL-CIO Department of Economic Research.



AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

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Employers who do not already have defined benefit plans are reluctant to agree to them. The increased cost, due to the aging of some work forces, together with the uncertainty of the success or failure of the pension fund, has increased the employer preference for defined contribution plans.

During the 1980s, pension investments did better than expected, and many companies terminated their plans to get the so-called "excess" cash — a process that has drawn sustained opposition from the AFL-CIO and its unions. Employers who follow this process then replace the defined benefit plans with defined contribution plans, which are cheaper, less risky for the employer and easier to administer.

Despite the overall growth of defined contribution plans, many unions have been able to keep and improve their defined benefit pension plans:

- The UAW agreement with the Big Three automakers made gains for future and current retirees with a defined benefit plan in which retirees or surviving spouses receive a combination of monthly payments and lump-sum payments.

A minimum rate of $20 a month per year of service was established under the contracts — a special "catch-up" feature that will bring the basic pensions for those who have been retired the longest to amounts closer to those of more recent retirees.

Workers who retired prior to 1974 will get a 26-percent increase in their income. Retirees on 30-and-out will get $1,800 a month, up from $1,500. Over the next three years of the contract, income will rise as much as $5,688 for the oldest retirees. New retirees will get increases of $4.45 a month per year of service.

- Steelworkers at the Cleveland Cliffs iron ore mines in Michigan ratified a new agreement that guarantees $1,100 a month for 30-year retirees at any age, and $1,250 a month for members who retire at age 60.
- Approximately 10,000 Bakery, Confectionery and Tobacco Workers at Nabisco and other major baking companies in the Northeast won increases in monthly benefit levels of future retirees from $100 to $150, making pension payments $850 to $900 a month.
- Mine Workers at Pittston negotiated for the same pension improvements that were in the 1988 National Bituminous Operators Agreement. Pension payments for active employees are $32 a month per year of service, up dramatically from the $20 a month per year prior to 1988. Increases also were won for all classes of current retirees.
- The IBEW negotiated pension increases for 2,800 workers at Duquesne Light Co., increasing the monthly benefit for future retirees. The actual benefit varies by pay rate and years of service. For the average worker, the increase will amount to about $100 in benefits per month in each year of the contract. For example, if a worker has 30 years of service and is earning an average of $30,000, monthly pension benefits will be $1,050 a month.

Advances in pay equity

Public-sector collective bargaining has seen distinctive gains in pay equity during the past decade.

AFSCME won several pay-equity settlements in contracts for Minnesota workers. A contract covering 3,000 AFSCME members in Hennepin County provides for a 4 percent across-the-board raise in each contract year, as well as pay equity increases from .05 percent to 4 percent. Roughly one-third of the 1,200 Minneapolis city employees negotiated for pay equity adjustments from $20 to $206 bi-weekly in a contract that calls for across-the-board increases of 3.75 percent in each contract year. And 400 of Ramsey County's 1,400 employees won pay equity adjustments ranging from 1 percent to 2 percent each year of the contract, beyond a 4 percent wage increase.

To convince employers, and the general public, of the pay disparity between men and women, some locals are forming pay equity committees that produce their own pay equity studies, rather than paying consultants to do it.

Service Employee members who work for the city of Santa Barbara, Calif., after documenting the problem, won pay equity adjustments of between 3 percent and 18 percent over the three-year contract, and across-the-board pay raises of 5 percent each year. They also got an agreement for a reclassification study of the entire unit.

Health care gains

Because of escalating health care costs, unions have been engaged in a constant battle at the bargaining table against increased employee deductibles and co-payments or decreased benefits. An SEIU study reported that, in the period from 1986-1989, the number of strikes caused by health care disputes rose by more than 300 percent. In 1989, work stoppages rooted in fights over health insurance "cost the U.S. economy more than $1.1 billion in lost wages and productivity," the SEIU said.

In spite of the difficult circumstances, many settlements this year maintained or increased health benefits:

- Steelworkers at LTV were able to eliminate the monthly premium of $26.82 that employees had been required to pay for basic health care coverage.
- UAW successfully resisted all health-care takeaway demands in its negotiations with the automakers last year, winning a contract provision that calls for the company and union to work jointly for national health care reform.

The contract also arranged for a pilot project, at two locations in Texas, that combines mental-health and substance-abuse benefits, establishes a panel of medical providers and coordinates care through a local diagnostic referral agency. Early results of the project show that costs have been reduced through this coordination of specialized services.

- The Clothing and Textile Workers, in a nationwide agreement in the men's clothing industry, negotiated prenatal and neonatal care. The contract stipulates that both the union and the company will work for health care cost containment and national health care.
- AFSCME was able to hold on to its health care packages in several contracts negotiated this year. In Westchester County, N.Y., 6,500 workers won agreement by the employer to pay the premium for all employees. The plan also offers new dental and optical benefits.
- A three-year agreement between the Grain Millers and Utah-based Amalgamated Sugar Co., covering 1,300 workers, links second- and third-year wage increases to health care costs. The contract calls for wage increases of 4 percent in the first year, 4 percent in the second year, and 5 percent in the third year. But the second and third year wage increases may fluctuate one-half a percentage point up or down, depending on health care claims.

A joint union-management committee will work on health care cost-containment measures, including sponsoring programs to show how workers can minimize medical expenses. The company will pursue provider discounts as a result of faster payments.

- The UMWA and Pittston Coal Co., which broke from the 1988 National Bituminous Coal Operators Agreement, negotiated an innovative and experimental agreement in health care. Active employees and younger retirees retain 100 percent health care coverage except for two $500 deductibles, which are paid by the company. Every six months, workers are given $500 in cash, which they can use either to pay for the $500 deductible in their insurance plan, or pocket.

Pittston views this as a health care cost containment measure, contending that workers were "over-using" their health insurance benefits because of the full coverage.

- Some 3,000 Communications Workers struck Cincinnati Bell when it proposed moving to a flexible benefits plan with co-payments that would have cost each worker roughly $400 per year. The 10-day strike ended when the company agreed to maintain the current level of health care benefits.

Aside from the increasing costs of health care, a change in accounting standards established by the Financial Accounting Standards Board (FASB), is causing companies to seek ways to reduce the cost of health care benefits for retirees. FASB is a private organization that establishes accounting practices for companies and its rulings have the force of law.

Beginning in 1993, employers will be required to report the projected cost of retiree health benefits on their annual income statements, replacing the practice of pay-as-you-go reporting. Employers see this rule change as a rationale to argue for cost shifting of health benefit premiums to workers, or to reduce benefits.

Protecting families

Since President Bush vetoed parental leave legislation, contract negotiations provide the only avenue to pursue much-needed family leave benefits. Unions have targeted this as a key bargaining issue and have pressed for extended leaves, seniority protection, continued health insurance coverage, and other protections for working families:

- In an agreement negotiated this year between 2,600 IBEW members and Wisconsin Power and Light Co. in Madison, Wis., workers are guaranteed one year of unpaid leave, with job protection, for mothers and fathers of newborn or adopted children. The previous maternity leave policy, which gave new mothers six weeks of maternity leave with pay, was folded into the new family leave plan.
- The Machinists and Hughes Aircraft in Tucson, Ariz., established a new program this year for employees who are forced to stay home when their children are sick. Under the program, employees pay $1 an hour toward the cost of bringing a care provider to their home, and the company will pay the balance of the $9.10 hourly fee.

The benefit is offered through a care provider contracting service approved by both the company and the union. Employees will pay the transportation cost of the caregiver to come to their home, but the company will pick up transportation costs exceeding $3 a day. The service can be used a maximum of 10 days a year. The program will be evaluated after one year, when the parties can negotiate changes.

- In Denver and Colorado Springs, Colo., 1,500 UFCW members at Albertson's food chain ratified a new three-year contract in May 1990, in which the company agreed to six months unpaid leave within a two-year

period for employees caring for seriously ill family members. The leave can be extended to 12 months, on a conditional basis.

- AT&T's $5 million Family Care Development Fund, established by the 1989 negotiations, supports the development of child care facilities and programs for the elderly. So far, seven grants for child care facilities have been awarded. In 1991, AT&T will begin coordinating grants for elder care facilities.

Job and income security

The UAW, which made job and income security its top negotiating priority, achieved improvements that carry forward the UAW's building-block tradition of negotiating important programs, and then improving and strengthening them in subsequent negotiations.

For the first time, workers in the three major auto companies are protected from market volume-related layoffs. Layoffs are limited to 36 weeks during the entire three-year contract. Once the 36-week layoff limit has been reached, the worker must be recalled.

If no regular job is available, the worker is recalled to a "job bank" position that provides full pay and benefits. While in the job bank, the worker may participate in training programs, fill in for other workers who are being trained or carry out a special work assignment that is mutually agreed upon by the union and company.

An active worker with one year of seniority who is laid off during the course of the new agreement will be guaranteed full Supplemental Unemployment Benefits (SUB) for any period of layoff, regardless of the worker's credit-unit standing or the status of the SUB fund. There will be no waiting time before SUB benefits are received for volume-related layoffs.

Workers laid off, as of the effective date of the new agreement, also are provided an array of new income protections and offers. These include full SUB benefits for 26 additional weeks for a worker with at least one but less than 10 years of seniority. Laid-off workers with 10 or more years of seniority receive 52 additional weeks of SUB.

In their master agreement, the Longshoremen were able to secure a guaranteed annual wage for workers who were in the industry before Dec. 1, 1968. The agreement promises 1,900 hours of work per year, which translates into roughly $40,000 a year.

Several AFSCME contracts had provisions to limit compulsory overtime. Contracts call for the creation of pools of employees who are willing to work overtime. Overtime hours will be drawn from these pools only, not from all personnel.

In its hard-won Pittston contract, ratified in February 1990, the UMWA made several job security gains, including the stipulation that subcontractors hired by the company must agree to operate with union members.

The contract also requires that laid-off UMWA members have first rights to some jobs in the company's non-union operations, when they become available.

Outsourcing

The reality of the global economy has provoked unions to broaden the bargaining process to include issues such as outsourcing and ownership.

The new UAW auto contracts established joint union-company sourcing committees with full-time staff. The companies now are required to disclose to the union those procedures used to make sourcing decisions, to take the issue of job security into account and to give the union the right to grieve sourcing issues to an umpire empowered to reinstate and award back

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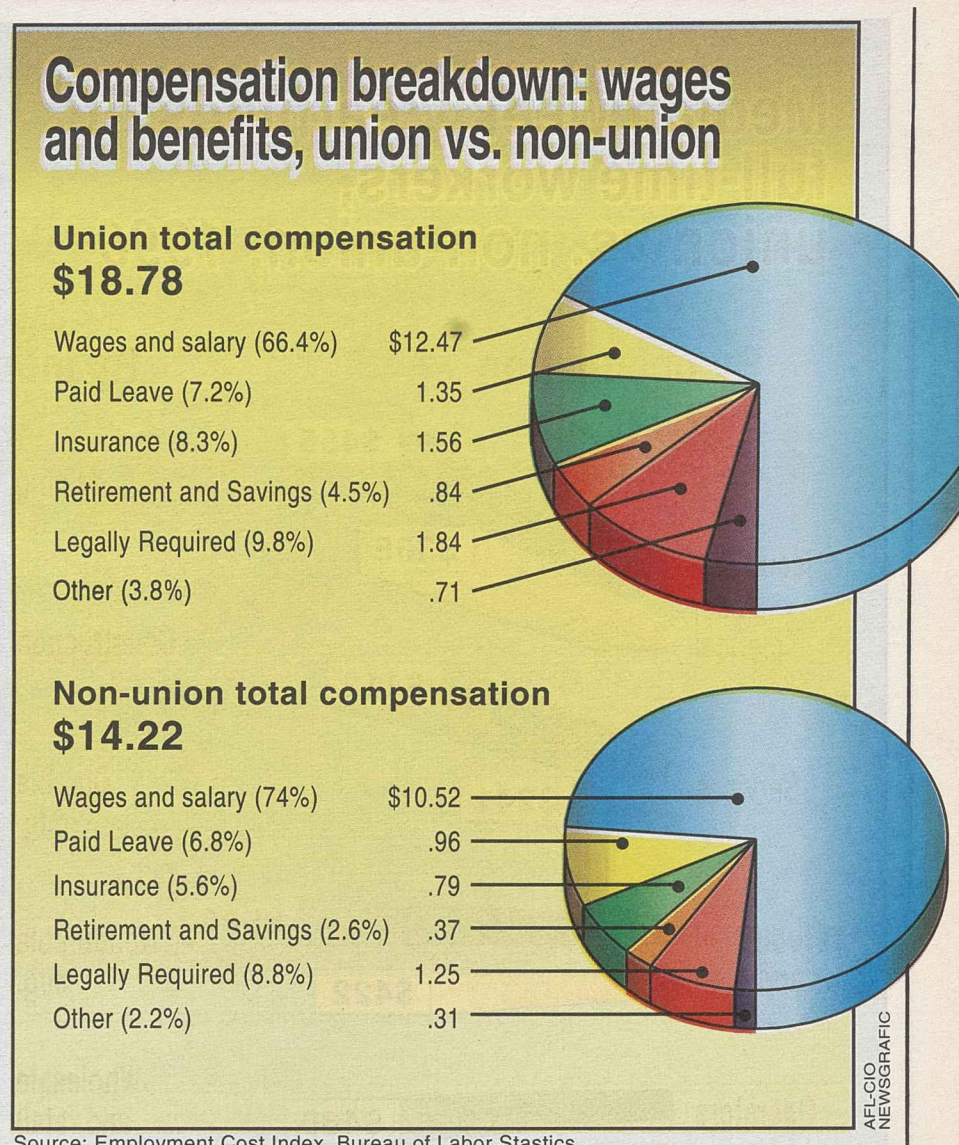


Source: Employment Cost Index, Bureau of Labor Stastics

1991 Bargaining Calendar

Construction

The Carpenters and Laborers will be negotiating with the Associated General Contractors, the General Building Contractors Association and several other contractors' groups. These negotiations are predominantly in the Midwest and New England.

Electrical equipment

General Electric (69,000 workers) and Westinghouse (14,000 workers) have coordinated, multistate contracts with 13 unions that expire in June and August, respectively. The Electrical Workers have a contract at GTE (1,600 workers) expiring in September. IBEW and the Electronic Workers both have national contracts expiring at RCA (4,500 and 1,150 workers, respectively) in 1991.

Finance, insurance and real estate

In October, the Food and Commercial Workers will negotiate a national contract with Prudential Insurance covering 15,000 workers. The Service Employees will negotiate in April with the Realty Advisory Board in New York for 30,000 workers.

Food products

The Teamsters' contract for 20,000 workers at California Processors, Inc., is up for negotiation in June. The Teamsters also negotiated a new national contract with Anheuser-Busch that covers 9,000 workers in February. UFCW and IBT will bargain with Campbell Soup Co. in Ohio, Texas and California this year. The Longshoremen and Warehousemen negotiated a contract covering 6,600 workers with the Sugar Plantation companies in Hawaii in January.

Entertainment

The Television and Radio Artists will negotiate a multistate contract with the Network Television Broadcasting Association. In Florida, Walt Disney World will negotiate a multiunion contract covering 14,000 workers.

Rubber

The Rubber Workers have several contracts expiring in 1991: with Armstrong Rubber Co. (2,000 workers), Firestone (4,900), Goodyear (14,000) and Uniroyal Goodrich (6,400). The Ladies' Garment Workers will negotiate in New York with the Plastics and Metal Products Manufacturers Association for 4,000 workers.

Services

The Hotel Employees and Restaurant Employees have contracts expiring with hotel employer associations in Boston and Milwaukee. SEIU has several health care contracts expiring this year, including Minneapolis-St. Paul Health Employers, covering 4,500 workers, and Greater New York Health Care Facilities Association, covering 3,700.

State and local government

States with the largest numbers of workers covered in 1991 negotiations are California (272,600), Florida (91,450), New York (264,500) and Pennsylvania (77,000). AFSCME and several other AFL-CIO affiliates are involved in those negotiations.

Steel

Some 22,000 Steelworkers in the production and maintenance unit with USX Corp., USS Division will bargain for a national contract. USWA also will be negotiating contracts with Harsco Corp. and Bethlehem Steel Corp. in Pennsylvania and Flexsteel Industries in Iowa.

Textiles and apparel

The Clothing and Textile Workers will negotiate their national agreement, covering 42,000 workers, with the Cotton Garment Negotiating Group. ACTWU also will be negotiating with multistate manufacturers associations for contracts covering more than 18,000. Other contracts expiring this year are Bibb Co. in North Carolina, Rayon Corp. in Tennessee and Koret Industries of San Francisco. The ILGWU has a May expiration date on a contract with the Blouse, Skirt, and Undergarment Association covering 19,000.

Transportation equipment

Farm equipment manufacturers Caterpillar and Deere will negotiate with the UAW for contracts covering more than 22,000 workers. The Machinists will negotiate with United Technologies Corp. for 14,000 workers in Connecticut.

Trucking

Earlier in 1991, the Teamsters tentatively approved National Master Freight Agreements for over-the-road and local cartage, which expired in March. It covers nearly 200,000 workers. They will also be negotiating a joint agreement with Illinois employers that covers 10,000 workers.

Utilities

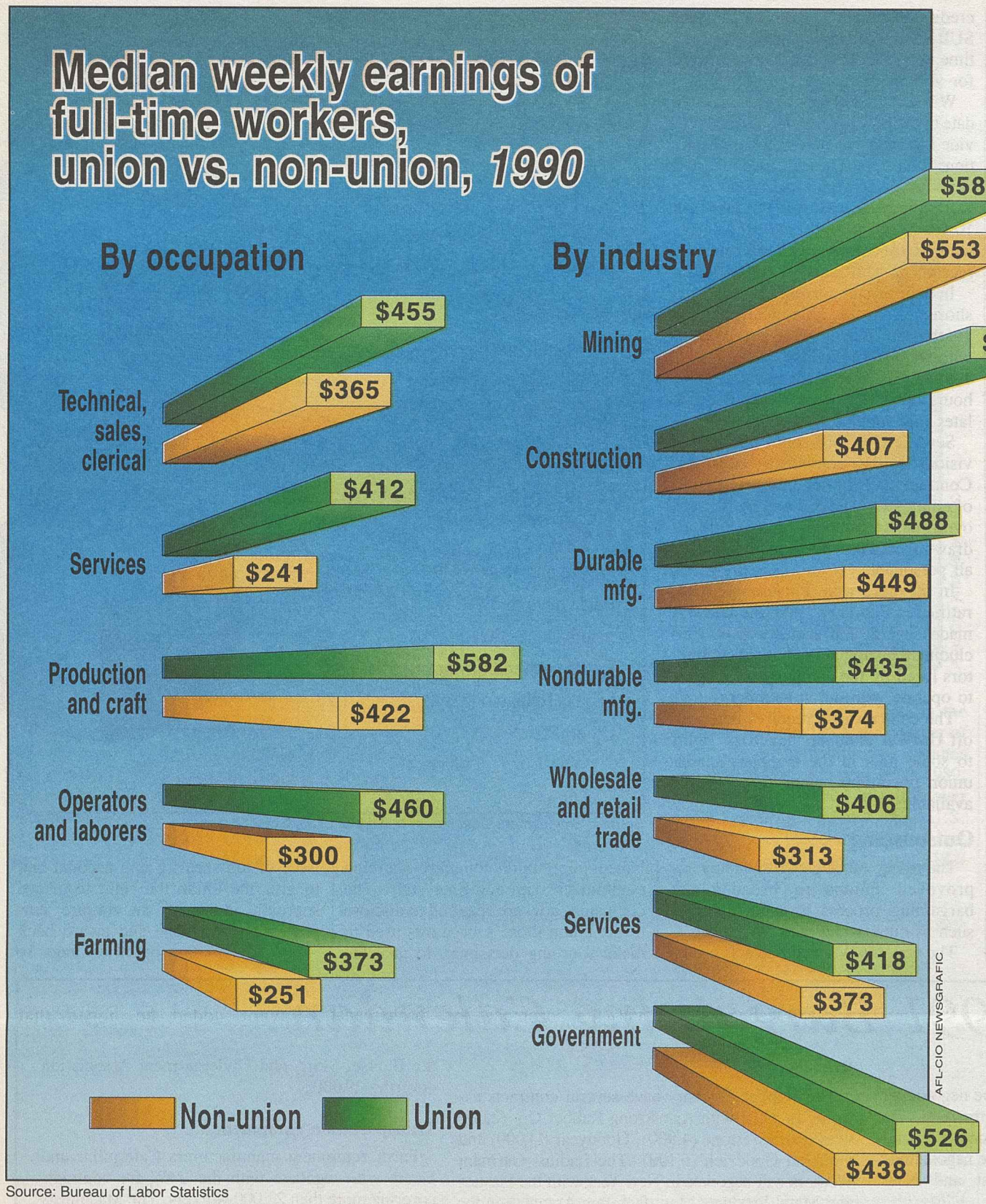
IBEW, SEIU and the Utility Workers have many contracts expiring in 1991. Some of the largest are in Illinois, Florida, Pennsylvania, California and the District of Columbia.

Wholesale and retail trade

UFCW has multiple negotiations with food stores. These contracts include 17,000 Stop & Shop employees in Connecticut and Massachusetts, 7,000 Foodtown employees in New York and New Jersey, 4,000 employees in Illinois and many others. The Industrial Employers and Distributors Association of California will negotiate with the IBT and ILWU in May. Those contracts cover 25,000 workers.

Beyond 1991

In April 1992, the IAM will negotiate with Northwest Airlines on behalf of 20,000 unit members. Several Bell agreements covering 40-45,000 members of the IBEW and the Communications Workers expire between June and August 1992. In June 1992, contracts expire for 20,000 Los Angeles school district employees and other public employees represented by SEIU. The IAM is scheduled to bargain with Boeing and McDonnell Douglas in October 1992 over contracts covering 64,000 workers.



Source: Bureau of Labor Statistics

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wages to workers. The UAW will get advance information on future product plans, and will jointly develop with management the criteria to be followed on making sourcing decisions.

The Steelworkers have established a union-management committee, known as the National Policy for Steel Committee, to seek changes in national policies and laws to allow the domestic steel industry to sustain profitability.

Other unions also are involved in such issues. Members of ACTWU in West Virginia negotiated early with their new employer, Russ Berrie Co., after the firm had agreed to restore 1,000 jobs that had been lost to outsourcing.

PAC checkoffs

Union members increasingly are volunteering contributions to a union political action committee (PAC) through payroll deduction agreed to in bargaining. The Teamsters estimate that fully 19 percent of their members are signed up for PAC checkoffs.

Safety and health

The UAW won broad and significant safety and health gains in its auto negotiations. Gains included an expanded nationwide union-company ergonomics program, a top-level safety and health review board to be convened when needed, video equipment to document and report on safety and health issues, expanded safety and health training, as well as expanded union participation in eliminating workplace hazards.

The expanded ergonomics program calls for the establishment of local ergonomics committees at each assembly and manufacturing facility. Committee members will be provided with training in order to conduct job analysis and make recommendations, while existing ergonomics policies are continued as this improvement process is under way.

In order to refine and enlarge health and safety training programs that already exist, the National Joint Committee on Health and Safety has been asked to give recommendations on the development of new health and safety training programs and job-specific training for employees during work hours, and evaluation of the need for new occupational safety and health research.

Workers have also won increased participation in the safe design of new equipment. Local safety and health committees will be involved as early as possible in planning and reviewing new plant layouts and new manufacturing equipment, as well as other major changes occurring in the plant.

In several contracts, Steelworkers were assured that safety programs already in the contract are carried out. The new program institutes a paid union safety representative who is picked by the union and paid for by the company.

Bethlehem was the first of the steel companies to agree to the program, which calls for one union safety representative per operation per 8 million man-hours. The representative chosen by the union is generally a pre-existing worker who has an understanding of operations, existing safety programs and enforcement problems.

Several other companies — LTV, Inland, Wheeling-Pittsburgh and Allegheny-Ludlum — have followed suit with programs that vary somewhat in specifics.

A precedent-setting ergonomics settlement was negotiated by BCT with Keebler in Denver. In the contract, Keebler agreed to settle an OSHA citation regarding repetitive motion problems, marking the first time in the baking industry that an employer has negotiated over the resolution of an OSHA citation. Because the contract stipulates that the union be involved in the resolution process, it will be a more lasting solution and go beyond the standards set by OSHA.

Keebler will pay to hire an ergonomist, in consultation with the union and OSHA, to conduct a study of the cited jobs. Some changes recommended by the ergonomist will go into effect immediately, and a timetable for the implementation of the remaining changes will be agreed on by the company, union and OSHA. Keebler also agreed to provide an ergonomics training program to workers.

Drug testing

The Teamsters' contract with UPS includes language to protect worker rights in drug testing and assures that the testing will be done properly and the results double-checked for accuracy.

The Boilermakers developed contract language stating that current employees will be subject to drug and alcohol screening only when it is a customer's contractual requirement, or when there is reasonable suspicion that workplace safety is being jeopardized.

Education and training

The USWA established a Career Development Program with four steel companies — Bethlehem, National, Inland and Armco — to provide support services for education, training and personal development for those Steelworkers covered by the agreement.

The program will enable Steelworkers to improve their skills and their ability to handle new work systems on the job. It also will help members in their home and family lives, offering education and counseling to develop alternative careers in the event of dislocation.

The fund is financed through contributions from each company and through receipts from a new program to control excessive overtime —the excess overtime penalty account. For every hour worked by an employee over 56 hours a week, the company will pay $5 to the penalty account.

The UAW auto agreements provide a wide array of educational opportunities to workers, including upgraded tuition assistance programs for both laid-off and active employees. Active employees will be eligible for an additional $550 a year in tuition assistance for approved job-related college and university courses, making the total $2,800 a year at GM and Chrysler. Laid-off employees are eligible for an extra $500 in tuition assistance, making the total $6,000 for a laid-off employee with four or more years of seniority.

Workers' spouses and dependents also have increased opportunities to participate in training programs. For the first time, the spouse or dependent children of a deceased active employee will be entitled to use the member's remaining balance for college or educational pursuits for one year following the employee's death.

Several specific educational programs will either be expanded or initiated with this contract. For example, there will be joint orientation for new hires that will provide information on benefits, educational programs, work responsibilities, and the history of the union and the company.

International solidarity

The International Confederation of Free Trade Unions held an international conference on multinational corporations in Denmark in March 1990 to integrate the activities of unions dealing with multinationals.

The Food and Commercial Workers and the Federation of Commercial, Clerical, Professional and Technical Employees (known by its French acronym FIET) hosted an international labor summit in Washington that brought together leaders of commercial workers unions from 22 countries.

FIET is one of 15 International Trade Secretariats — international groups which bring together unions of the same craft or industry. The U.S. unions that belong to FIET are UFCW, SEIU, the Retail, Wholesale and Department Store Union and the Office and Professional Employees. Like some other ITSs, FIET sought in the conference to form strategies to combat transnational union-busting companies and to enhance influence with those corporations through international coordination.

UNION NEWS

NLRB scores Lichtenberg union purge

ACTWU hails order for rehires, back pay

By Sharolyn Rosier

S. Lichtenberg Co., a Georgia drapery manufacturer that has battled the Clothing and Textile Workers since its workers voted 3 to 1 to join the union in April 1988, has been ordered to rehire more than 120 workers it fired or laid off for union activity and to pay them $1 million in back pay.

The ruling by the National Labor Relations Board's Atlanta Division vindicates ACTWU's three-year campaign against the company, which has sought to intimidate workers into withdrawing support for the union while steadfastly refusing to sign a contract.

"This is proof, once again, that the Lichtenberg workers deserve dignity on the job and the protection of a union contract," said Bruce Raynor, ACTWU vice president and southern regional director.

The 158-page decision by Phillip P. McLeod, an NLRB administrative law judge, said "the unilateral layoffs of employees beginning in April immediately after the Board-conducted election, followed thereafter by the June and July terminations of the shipping department employees, appears to have been the beginning of a general housecleaning . . . for no other logical reason than trying to disinfect itself of the pervasive support given to the union by the employee complement."

In addition to layoffs and firings, the company also questioned employees about union activities, threatened them with plant closure and job loss, changed duties and reduced wages. McLeod ordered the company to cease such activity as well as to provide the union with job descriptions, pay rates, seniority lists and information on layoffs so it may properly represent workers.

Barbara Lewis, one of the 120 discharged workers, said she was "elated" by the judge's decision.

"The most wonderful feeling will be walking back inside that plant," she said. "We didn't do anything wrong and this proves it. This shows that it's right to form a union and that you are protected. We waited a long time for this to happen and now it's here and we're happy."

Bob Giolito, an attorney representing the union, said McLeod's ruling harkened back to the days when employers would close a plant to avoid unionization.

Although this ruling is a major victory for the union, the struggle to get the company to obey the law has just begun. The union has also charged the company with race and sex discrimination.

That case is pending in U.S. District Court in Augusta, along with a lawsuit alleging the company failed to meet the requirements of the federal COBRA law regarding continuation of health and life insurance for discharged workers.

Raynor said McLeod's order could have a "dramatic effect" on the litigation between the union and the company.

Additional unfair labor practice charges, also concerning retaliation for union activity, are pending, as well as an investigation into charges of equal employment opportunity violations by the Office of Federal Contract Compliance. The company supplies curtains to Army PXs around the country.

"More than 100 of the Lichtenberg workers had and still have children and immediate family members serving in the Persion Gulf," Raynor said. "It's ironic that while these Americans fight for the freedom and rights of people in Kuwait, they have to endure oppression and denial of their rights here in Georgia. It's got to be stopped, and it will be stopped."

Raynor added he hoped that McLeod's decision would prompt the company to negotiate a contract with the union.

About a dozen negotiating sessions have been held, he said, but no agreement has been reached.

"We call upon the company to finally cease its relentless campaign against workers and the union, abide by the judge's decision and reinstate the workers, and conclude a contract at the bargaining table," Raynor charged.

Vicky Willians/ACTWU

Workers at S. Lichtenberg pack a room during ACTWU organizing drive in 1988.

30-month effort gets French retailer to table with UFCW

By Sharolyn Rosier

The Food and Commercial Workers, supported by fellow trade unionists in France, have won recognition and gotten to the bargaining table on behalf of 400 Philadelphia employees of French retailer Carrefour.

It took 30 months of intense effort, but "Carrefour learned how committed UFCW is to protecting our 50,000 members in this area from non-union competition," said UFCW Regional Vice President Gary Duckett.

The UFCW effort began in 1988 when Carrefour opened its first U.S. operation in northeast Philadelphia. Union officials filed numerous unfair labor practice charges against the company and launched an effective coporate campaign. Carrefour responded with a $100 million racketeering suit against the union.

UFCW agreed to remove the picket lines at the request of the Federation of Food and Agricultural Workers (FGTA-Force Ouvriere), which began lobbying the home office in France. Two Geneva-based International Trade Union Secretariats — the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) and the International Union of Food and Allied Workers Association (IUF) — as well as the AFL-CIO European office, located in Paris, assisted in gaining French support for the UFCW.

As the UFCW and Carrefour tried to work out their differences in the ensuing months, a new "climate of cooperation and understanding" was established, Duckett said, which led to Carrefour's recognition of the UFCW.

A majority of the employees signed cards asking for the union in December 1990 and UFCW officials said they expect the new spirit of cooperation exhibited in the cardcheck recognition to carry over to contract negotiations.

Bargaining is expected to start within a few weeks.

UFCW spokesman Allen Zack said the union will take into account "that this hypermarket is a different type of operation" than the retail food markets UFCW represents in Philadelphia.

Carrefour's "hypermarkets" sell a variety of goods, ranging from clothing to appliances and groceries.

"The UFCW intends to show other European retailers planning expansion here that it is better to work with the UFCW than to declare war on the standards and jobs of our members employed by their competitors," Duckett said.

Carrefour is a $10 billion-per-year retailing giant. The union will seek to make Carrefour employees "partners in the firm's success, in a manner that won't undermine the standards of retail food workers in competing stores," Duckett added.

Arkansas workers vote for ACTWU after years of impediments

Earle, Ark.

After a 14-year struggle to gain a union, workers at Earle Industry voted 172-101 for the Clothing and Textile Workers.

"This has been a long time coming, and it's been worth the effort," said veteran employee Earley Wallace of the vote at the closet accessory plant.

"It wasn't about money," Wallace said. "It was about dignity. We are all grown and should be treated fairly." She complained that the company had threatened to fire workers for calling in sick and had timed workers during bathroom breaks.

Apprentices in the AFL-CIO's Organizing Institute helped in the campaign, working with ACTWU organizers. They began the drive in early January after being contacted by an Earle worker and, organizer Cassandra Davis noted, found that "everyone was pretty enthused."

This was the third attempt by plant employees to gain a union. In 1985, a union election fell short by five votes.

But that was only after plant management refused to acknowledge the original union in the late 1970s. After years of refusing to negotiate management imposed wage and benefit freezes and a decertification vote followed.

National statistics show that only 65 percent of new units get a first contract, since federal labor law enforcement often is too weak for a new unit to have recourse against surface bargaining.

So the history of no first contract is of concern to the unit. "Together we stand, divided we fall," said Wallace. "We've waited too long and come too far. We will get a contract and we will stand together."

Union-busting binges prove costly for employers

By Muriel H. Cooper

News Analysis

Employers who choose to "permanently replace" their union workforces can deal a harsh blow to the workers, their family and the community in which they all live.

But sometimes the employers who answer that siren call to be rid of their unions by "permanently replacing" strikers also deal a harsh blow to themselves.

That's the lesson the Tribune Co. must have learned from its recent strategy against the workers at the New York Daily News. The Tribune, with union-busting specialists King and Ballow of Nashville advising it, spent $24 million setting up alternative shops and recruiting security forces and "permanent replacements."

As a result, the Tribune lost $191 million in the fourth quarter of last year, most of it directly attributable to losses incurred during the five-month strike at the Daily News.

"It sends a signal to management to back off the aggressive anti-union position that has been creeping into the newspaper industry over the past 10 years," said Stephen Sleigh, a professor from the City University of New York.

And that lesson cannot be lost on the managements at Greyhound Lines Inc., now in bankruptcy court, and Eastern Airlines, which went belly up when it chose to fight its unions while using "permanent replacements."

Late last year, when it was clear that the Tribune Co. gambit to replace its union workers had failed, Theodore W. Kheel, adviser for the Allied Printing Trades Council, noted that it had become increasingly likely that the company would shut down the newspaper.

"If so," Kheel said, "an appropriate inscription on a tombstone might read: Here Lies The Daily News. It Died in 1990 of Permanent Strike Replacement Syndrome."

Instead, the Daily News ended its precipitous fall from grace when the Tribune Co. agreed to sell the newspaper to British media mogul Robert Maxwell. The company basically gave the Daily News away, along with $60 million, when Maxwell agreed to assume most of its long term liabilities.

The nine striking unions bargained the contract Maxwell said he needed in order to save the newspaper and when it was over the workers were going back to work; the Tribune Co. was going back to Chicago and its "permanent replacements" were terminated, going elsewhere.

Those same nine unions, in bargaining at another struggling New York City tabloid, the New York Post, also reached an agreement in September 1990 — without a strike and without further losses to employer and employee alike. The difference? The Post, like Maxwell much much later, agreed to join the union members in an effort to save the paper.

In contrast, confrontation and "permanent replacements" were the cornerstone of the Tribune Co. strategy, hatched months in advance of the expiration of contracts, to force a strike. In addition, editors and managers were trained to use printing presses and a phantom newsroom was set up with personal computers, photo equipment and a computerized page layout equipment.

The New Jersey plant was surrounded by a chain-link fence and patrolled by security guards with German Shepherds.

The 79-year-old daily lost $69.3 million in the last quarter of 1990, contributing to a 99 percent drop in the Tribune's operating profit. Overall, the News lost $114.5 million in 1990, compared with a loss of $2.2 million in 1989.

The tabloid, once the nation's third largest metropolitan daily behind the Los Angeles Times and The New York Times, dropped in circulation from its pre-strike 1.1 million readership to 300,000 readers.

The nation's unions, coordinated by the AFL-CIO Strategic Approaches Committee, rallied behind the Daily News workers before their contract expired in March 1990 and long before they were finally forced to strike by management actions in October 1990.

Particularly, New York unions rallied behind the effort. A newspaper and advertising boycott convinced more than 75 percent of New York distributors to refuse to carry the paper and 730 display advertisers to drop their ads.

The newspaper derived more than 70 percent of its gross revenues from advertising last year.

"If the Tribune Co. (the Daily News's former owners) was trying to break the unions, it didn't do it," said Richard Blood, a professor at the Columbia School of Journalism and a former News editor.

The Tribune Co. joins several other companies that recently have failed by adopting "permanent replacement" strategies. Three months after bringing in permanent replacement workers in March 1990, Greyhound Lines was forced to file for bankruptcy. The company also faces charges of unfair labor practices. If the National Labor Relations Board complaint is upheld, the bus line could be liable for up to $10 million in back pay.

And when Frank Lorenzo steered Eastern Airlines into an anti-union campaign, the proud air carrier went down in flames after 62 years in the sky.

For workers intent on keeping their jobs, with fair contracts, the failures of their employers is no consolation at all. From their point of view, legislation to ban the use of "permanent replacements" would protect their employers from themselves as much as it would protect their jobs.

TWA suitor outlines plan for renewal

By Candice Johnson

California financier Kirk Kerkorian, whose purchase bid for Trans World Airlines is backed by TWA unions, said he will invest $250 million in the carrier and will make a good-faith offer for the airline if the proposed sale of international routes is canceled.

In a filing with the Department of Transportation, Kerkorian outlined plans for buying and restructuring the carrier and urged the department to block the sale of key international routes to American Airlines.

The Transportation Department tentatively had approved the sale of three U.S.-London routes, but the agreement reached between the unions and Kerkorian's Tracinda Corp. could stop that purchase.

Transportation Secretary Samuel Skinner has asked Kerkorian to submit more detailed information, including whether his proposal would ensure the "continued viability" of TWA. Skinner gave Kerkorian a deadline of April 12 to file the information.

Several members of Congress representing Missouri, TWA's major hub is St. Louis, were joined by other political leaders in a call to Skinner to reject the TWA-American arrangement.

American was denied the right to purchase additional routes from London to three U.S. cities — Philadelphia, Baltimore and St. Louis. American originally agreed to pay $445 million for all six routes and is balking at TWA owner Carl Icahn's position that the price should remain at $445 million for the three routes.

The Air Line Pilots, Machinists and an unaffiliated flight attendants' union agreed to a $137-million package of cost reductions to help facilitate Kerkorian's buyout — one that would keep the airline intact. The reductions would be offset by employee ownership of up to one-third of the newly capitalized TWA stock and seats for representatives of each union on a 16-member board.

The unions reached the package of cost-savings — to come from reductions in pay rates and benefits, work rule changes, early retirements and other means — following lengthy negotiations at AFL-CIO headquarters. Their efforts follow a pattern of workers and their unions making a good-faith effort to bail out an employer, the federation said.

Airline unions especially have been active in buyout efforts, including bids for healthy airlines. The unions at United, for example, have been working for three years to structure an acceptable buyout bid for that carrier, which is one of the healthiest airlines. Their latest bid was rejected by the UAL board last year.

While Kerkorian has been characterized as a "spoiler" and his offer called a "charade" by Icahn, Kerkorian's Tracinda Corp. filing outlined a program to modernize TWA's fleet, among the oldest of domestic carriers, and other plans to reduce financing costs. In contrast, Icahn, who turned TWA private in a leveraged buyout, has refused to invest in the carrier, instead draining its assets, the unions charged.

The unions strongly oppose Icahn's plan to sell the carrier piecemeal and in a separate filing urged the Transportation Department to keep TWA intact. ALPA said the American Airlines takeover of the routes would not be in the public interest, because it would lead to the demise of TWA.

Kerkorian, who has said he is interested only in purchasing a carrier with international routes, now owns a small luxury carrier, MGM Grand Air.

TWA's supply of cash and securities has shrunk to less than $290 million, down from the nearly $1 billion Icahn said was on hand a year ago. TWA defaulted on $99 billion in debt repayments and posted a net loss of $400-$500 billion for 1990.

Bill Burke/Page One Photography

Flight Attendants picket United Airlines terminals where the carrier has begun U.S.-London service, to protest United's lackluster bargaining with the union since 1986. The Air Line Pilots reached a tentative agreement covering 7,600 pilots this month, following a stopgap settlement in November 1989. Negotiations between United and the Machinists and AFA are continuing.

Battle escalates as Bush ignites Mexico trade blitz

Continued from Page 1
a similar package is on the way to each of the nation's governors.

While the AFL-CIO is concerned about the potential loss of U.S. jobs under a free trade agreement, Donahue said, the federation's most immediate concern is the fast-track authority.

He noted that implementing legislation for trade negotiations can be developed under normal legislative procedure "so that Congress has a chance to discuss the issues surrounding a free trade agreement, to evaluate the text of an agreement and to modify it where that is necessary."

Meanwhile, AFL-CIO President Lane Kirkland asked the nation's governors to contact their congressional delegations and ask them to support House and Senate resolutions that would disapprove fast-track authority.

"The lure of a low-wage work force, lax environmental and safety regulations has already enticed hundreds of American companies to move their production facilities from the U.S. to Mexico," Kirkland wrote. "A free trade agreement would only accelerate this movement and increase the erosion of the industrial and tax base. . . . At a time when many states are facing serious economic problems, the loss of industries and jobs only exacerbates the problems."

Donahue told Ways and Means Chairman Dan Rostenkowski (D-Ill.) "your hometown of Chicago is in an area that has been hit especially hard," by companies that already have moved production facilities to Mexico to take advantage of already relaxed tariffs, low wages and few regulations. He ticked off a dozen of the several dozen Chicago area firms now doing business in Mexico.

One of the main reasons the U.S. business community is strongly backing a trade deal is so "that they can count on a plentiful supply of cheap labor close by," Donahue said.

Free trade supporters contend that a deal would not cost American jobs, but would benefit workers in both nations. However, a study by the International Trade Commission earlier admitted that "unskilled workers" would suffer under a deal. But Donahue told the committee that the ITC has refused to define what it means by "unskilled."

"It reportedly included all workers with four years of high schools or less," Donahue said. "That would mean a majority of the U.S. working population would be hurt by a trade accord. The ITC is now busily trying to repudiate its own report — but has not made public one bit of new data that undermines its earlier conclusions."

In Canada, which also would be included in the deal, Prime Minister Brian Mulroney was asked by reporters about possible American and Canadian job losses under a three-nation free trade deal and said, "Only a child would think you could get something for nothing." Mulroney backs a free trade agreement.

The AFL-CIO is willing to work with Congress and the administration for a stronger North American economy and better relations between the United States, Mexico and Canada, "But we will not support a proposal that would result in North American workers being laid off, exploited and poisoned," Donahue said. "The working men and women of this continent cannot bear such a burden and they should not be requested to take it on."

He cited recent articles in the New York Times that examined the living conditions of workers in maquiladora plants owned by U.S. companies in Mexico and in the Wall Street Journal about a 12-year-old who works in such a plant.

A free trade agreement would see a vast expansion of the plants and further exploitation, Donahue said.

The article noted workers earn between $27 and $47 for a 49-hour workweek. Many live in shacks of cardboard and wood scraps.

"For some, the most common building material is a tan cardboard that had contained polyvinyl chloride. On the walls of the card are warnings that the former contents could release hazardous fumes," Donahue said.

Rep. Donald J. Pease (D-Ohio) told a congressional news service that a recent trip to Matamoros, Mexico, showed that the rundown communities where maquiladora workers and their families live are "deplorable," with serious air and water pollution problems.

"There is no question that the maquiladoras have created an environmental inferno for their workers," Donahue told the committee. "As the New York Times said, 'The contamination along the border runs the gamut from raw sewage to wood smoke to highly toxic industrial chemicals.' In Nuevo Laredo alone, about 25 million gallons of raw sewage are dumped into the Rio Grande everyday."

An investigation by the National Toxics Campaign Fund recently said that the maquiladoras are "turning the border into a 2,000-mile long Love Canal," Donahue said.

He also cited a study by California economist Joseph Grunwald in the Brookings Review that concluded the maquiladoras "have contributed little or nothing to advancing Mexican industrialization, technological growth or international competitiveness."

The maquiladora program has grown tremendously in the past two decades, with some 1,900 plants now on the border. "Why have they done so much bad and so little good for those Mexicans that have been affected by them?" Donahue asked. "It is no mystery. The entire purpose of the maquiladoras is providing multinational corporations with a work force that is poor, desperate and easily exploited."

The Democratic National Committee joined in the call for Congress to reject Bush's attempt to ram through the trade measure under a fast-track rule.

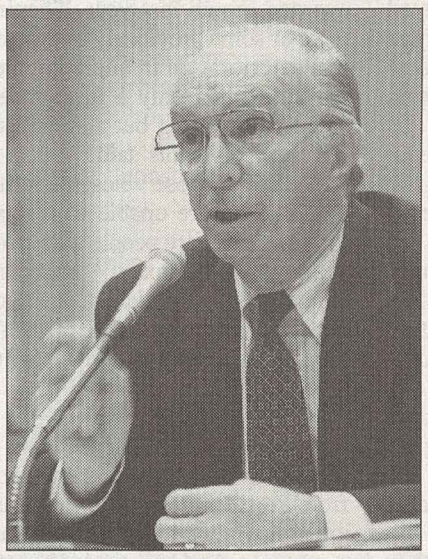
The DNC warned in a resolution that "An unrestricted U.S.-Mexico free trade agreement would be a disaster for workers in both countries. It would destroy jobs in the United States while perpetuating exploitation of workers and inflicting widespread damage to the environment in Mexico. The beneficiaries would be multinational corporations and large banks."

The resolution was submitted by DNC at-large member Evelyn Dubrow, who is the legislative representative of the Ladies' Garment Workers.

"As for U.S. workers, hundreds of thousands have already lost their jobs to the maquiladoras," the resolution noted. "Hundreds of thousands more would see their jobs exported to plants throughout Mexico with the advent of the free trade agreement."

"We will not support a proposal that would result in North American workers being laid off, exploited and poisoned. The working men and women of this continent cannot bear such a burden and they should not be requested to take it on."

— Thomas R. Donahue



Kirkland calls for allied halt to Saddam's massacre of Kurds

AFL-CIO President Lane Kirkland urged the United States and allied forces in the Persian Gulf to "issue a stern warning to the Iraqi dictator and those who still cling to his mantle to immediately cease the killing of innocent children, women and men."

"The AFL-CIO is appalled at the brutal suppression of the Kurdish people," Kirkland said. "Iraq's dictatorship continues to violate basic human and national rights of all its citizens."

Kirkland said in an April 2 statement that the coalition forces should be prepared to enforce its warning by interdicting any Iraqi plane or helicopter that is used "against citizens responding to President Bush's invitation to rise up and overthrow Saddam's brutal regime."

"We strongly support the aspirations of the democratic forces of Iraq, whose leaders have proven their ability to work together on the basis of respect for their country's religious and ethnic diversity," Kirkland said.

"The AFL-CIO also supports the Kurdish struggle for autonomy within Iraq. In contributing to enhanced respect for human rights, such autonomy would strengthen stability in the region," he added.

With the U.S. and allied victory declared in the cease-fire Feb. 28, "it would be a tragedy if the hopes for peace and democracy were now to be drowned in the blood of brutality and genocide," Kirkland declared.

He said, "Every effort must be made to ensure that the defeated and discredited Iraqi regime is replaced by leaders who respect human rights and the democratic process.

"The first step in such an outcome," the AFL-CIO president said in his April statement, "would be to protect the Kurds and other innocent civilians of Saddam Hussein's barbarity."

Unions wheel out new three-year accords with Harley-Davidson

The Machinists and the Allied Industrial Workers have approved new three-year settlements at Harley-Davidson Inc. plants in Milwaukee and Tomahawk, Wis., and York, Pa. The York settlement followed a two-week strike by IAM members.

At Harley-Davidson's two Milwaukee plants, AIW Local 209 represents about 720 workers, while IAM Local 78 has about 60 skilled trades workers at those plants. AIW Local 460 has 164 members at the Tomahawk plant.

The units ratified new accords providing a one-time special payment of $2,500 on April 19 to all active and 1990-91 retirees. An additional $1,000 payment will be made upon implementation of a new profit-sharing plan.

There will be a 1 percent general pay increase in the first year and 3 percent increases in the following two years. The cost-of-living adjustment from the previous accord, capped at 40 cents annually, will continue. It produced an $1.08 hourly increase in the last contract.

The pension multiplier was raised $2 to $26 per month per year of service, and life and accidental death/dismemberment insurance was increased to $23,000. Sickness/accident benefits were raised $15 each year to a maximum of $270 a week. Dental coverage was raised to $2,000 annually and orthodontic lifetime coverage to $1,500.

The strike by the 1,400 IAM members in York helped to gain a three-year agreement raising wages 6 percent immediately, with an additional 4 percent on Feb. 2, 1992, and another 4 percent a year later. The contract also provides for the union and company to develop and implement a "pay for performance" plan that could increase wages an additional 4 percent, the IAM said.

Improvements were made in the medical, dental and vision insurance plans, the sickness/accident programs and pension benefits. Language gains were made in the areas of job bidding/promotions, shift premiums, severance pay, subcontracting, and new technology.

IAM District 98 Representative Clark Ruppert in York credited solidarity of the membership with keeping the strike short. After a strike vote of 1,242-65, more than 1,000 members held a two-hour rally outside the plant gates on the first day of the strike.

The company held captive audience meetings to try and circumvent the negotiating process, Ruppert said. The stewards and executive board explained what the company was trying to do.

At the meetings, the members asked such good questions that company officials became confused and stopped the meetings, Ruppert said.

ECONOMY

Misery for the jobless

Unemployment insurance fails millions of workers

By John Oravec

Some 4.6 million jobless workers know firsthand what is wrong with the unemployment insurance system: it doesn't work.

Although counted as officially unemployed in March by the Bureau of Labor Statistics, just as 4 million others were, the majority of jobless workers were not able to collect a dime's worth of unemployment benefits.

Many of the uncompensated jobless are victims of federal and state modifications in the unemployment insurance system made during the Reagan presidency.

Millions of long-term jobless workers have exhausted their benefits without finding a job. Millions of others did not qualify in the first place because of severe limitations imposed by some states. And more than a million discouraged workers are no longer counted as unemployed because they gave up looking for a job.

According to a study by the Center on Budget and Policy Priorities, 2.3 million jobless exhausted their benefits last year before they could find work. And in the first two months of 1991, nearly 500,000 workers exhausted benefits, an increase of 30 percent over the one-year period.

Only 37 percent of America's jobless received benefits last year, said the study's authors, Isaac Shapiro and Marion Nichols. They noted that 1990 marked the seventh straight year that unemployment insurance protection was below 40 percent.

Long-term impact

While the percentage has increased in recent months because of new filings for claims in the wake of massive layoffs as the recession spreads, the coverage may shrink as millions of the jobless exhaust benefits after 26 weeks.

The United States entered the Bush recession with a weaker benefits system than at anytime since the mid-1940s, the study said. In the 38 years from 1946 to 1983, the percentage of jobless workers receiving benefits dipped below 40 percent only once, in 1946.

The level of protection was about 75 percent in the 1975 Ford recession, about 50 percent in 1980 Carter recession, and about 45 percent during the 1982 Reagan recession.

If the proportion of jobless workers receiving benefits in 1990 had been the same as a decade earlier, at least a half-million more would have been drawing compensation in an average month last year, Shapiro said.

"For some previously middle-class workers, this deterioration in unemployment protection may mean not only a further decline in their standard of living but also that they sink into poverty," Nichols said.

"Many of those whose benefits are running out, or who are unable to receive benefits in the first place, are people who worked for many years and paid taxes," Nichols said. "Now when they face hardships due to circumstances beyond their control, the insurance protection they thought they'd earned isn't there."

Fallout from Reagan

Much of the problem stems from a 1981 federal law that Congress adopted under a push from President Reagan. That measure increased unemployment levels a state must reach for workers to receive extended benefits beyond the normal 26 weeks.

As a result, only six states currently qualify to provide extended benefits — Alaska, Rhode Island, Maine, Vermont, Michigan and Massachusetts. In some states, unemployment would have to reach depression levels of 15 percent to trigger extended benefits.

Despite raising unemployment last year, fewer than 33 percent of the unemployed were drawing benefits in 23 states. In 8 states, less than 25 percent of the jobless were compensated. They are: Florida, 20.6 percent; Indiana, 22.8 percent; New Mexico, 24.9 percent; Oklahoma, 21.6 percent; South Dakota, 16.8 percent; Texas, 22.8 percent, Virginia, 20.4 percent, and Wyoming, 24.6 percent.

The AFL-CIO is supporting legislation introduced by Rep. Thomas Downey (D-N.Y.) that would replace the combined state-federal system with a federally funded extended benefit program, limit state restrictions on eligibility and change employer financing.

The federation has urged the House to boost the level of benefits proposed in the legislation (H.R. 1367), and to make other improvements to patch the unemployment insurance safety net.

Who is getting unemployment benefits

Here is the situation in the 50 states and the District of Columbia on jobless workers receiving unemployment benefits, according to a new report from the Center on Budget and Policy Priorities. Figures are based on 1990.

State	Percent jobless getting benefits	State rank	Jobless not getting benefits	1990 jobless rate
Alabama	28.3%	16	91,700	6.8%
Alaska	68.1%	51	5,700	6.9%
Arizona	28.6%	17	65,700	5.3%
Arkansas	34.3%	26	51,200	6.9%
California	47.0%	41	435,900	5.6%
Colorado	26.5%	11	63,900	4.9%
Connecticut	50.0%	44	45,500	5.1%
Delaware	27.4%	15	13,800	5.1%
Dist. of Columbia	44.4%	39	11,100	6.6%
Florida	20.6%	3	300,300	5.9%
Georgia	26.7%	14	128,200	5.4%
Hawaii	37.4%	32	9,400	2.8%
Idaho	40.6%	35	17,200	5.8%
Illinois	33.1%	22	248,300	6.2%
Indiana	22.8%	5	115,800	5.3%
Iowa	33.8%	25	41,700	4.2%
Kansas	34.4%	27	37,400	4.4%
Kentucky	29.7%	18	72,400	5.8%
Louisiana	25.2%	9	87,500	6.2%
Maine	52.5%	47	15,700	5.1%
Maryland	32.2%	20	80,000	4.6%
Massachusetts	59.6%	50	76,400	6.0%
Michigan	35.3%	29	222,700	7.5%
Minnesota	36.7%	31	73,400	4.8%
Mississippi	26.5%	11	64,600	7.5%
Missouri	35.3%	29	97,700	5.7%
Montana	34.6%	28	15,000	5.8%
Nebraska	40.8%	36	10,600	2.2%
Nevada	38.5%	33	19,100	4.9%
New Hampshire	31.1%	19	24,800	5.6%
New Jersey	51.8%	46	97,300	5.0%
New Mexico	24.9%	8	33,000	6.3%
New York	48.6%	43	231,700	5.2%
North Carolina	39.6%	34	84,000	4.1%
North Dakota	33.6%	24	8,600	3.9%
Ohio	33.1%	22	205,400	5.7%
Oklahoma	21.6%	4	67,500	5.6%
Oregon	46.5%	40	43,900	5.5%
Pennsylvania	48.2%	42	164,700	5.4%
Rhode Island	58.8%	49	14,400	6.7%
South Carolina	32.4%	21	54,700	4.7%
South Dakota	16.8%	1	10,800	3.7%
Tennessee	41.2%	37	73,400	5.2%
Texas	22.8%	5	402,300	6.2%
Utah	26.5%	11	25,000	4.3%
Vermont	53.2%	48	7,000	5.0%
Virginia	20.4%	2	109,000	4.3%
Washington	51.3%	45	59,400	4.9%
West Virginia	26.4%	10	47,100	8.3%
Wisconsin	44.3%	38	62,900	4.4%
Wyoming	24.6%	7	9,800	5.4%

Signals of sputtering economy point to prolonged recession

The nation's economy continued to muddle along during the first quarter of 1991 as some key government reports pointed to a prolonged recession.

While the government's index of leading economic indicators pointed up and there was a pickup in housing starts, construction spending and factory orders continued to decline. Unemployment surged again in March to 6.8 percent, the highest level since 1986.

- The Commerce Department reported that its index of future economic activity rose 1.1 percent in February, the best showing since a 1.6-percent gain in June 1988. Three components made up the bulk of the gain: consumer expectations, stock prices and building permits. On the downside of the index were increased unemployment claims, a shorter workweek and sagging factory orders.

The overall index has been on the slide for six months before the February gain. But some analysts warned that the rise may be a mere anomaly, citing the index's advance last May and June, just before the recession began to take hold.

- In a separate report, the Commerce Department said factory orders dropped 0.5 percent in February, the fourth straight monthly decline, despite a gain in orders for military goods during the Persian Gulf war. After peaking at $255 billion last October, factory orders plunged 5.8 percent in November and continued to slide 0.4 percent in December and 1.6 percent in January.

Durable goods, a key component of factory orders, fell 0.3 percent in February after skidding 2 percent in January. Durable goods include autos, refrigerators and other big-ticket items that last at least three years.

Military orders during the height of the Persian Gulf crisis rose 2.5 percent in February after surging 12.3 percent in January. But excluding military hardware, factory orders fell 0.6 percent in both months.

Meanwhile, the National Association of Purchasing Management said its index for manufacturing orders edged up to a sluggish 40 percent in March. The association noted that any number below 50 percent indicates the manufacturing economy is shrinking, and any number below 44 percent indicates the entire economy is contracting.

- Housing starts rose 16.4 percent in February to an annual rate of 989,000 units, but were still 32 percent below the rate of February 1990, the Commerce Department reported. Except for last November, housing starts have dropped for the last 12 months. Applications for building permits rose 8.5 percent in February.
- Construction spending dropped again in February by 0.1 percent, the 11th monthly decline in succession. The Commerce Department said the construction outlays at an annual rate of $395.1 billion were the lowest since the $395 billion rate in April 1986. Spending, which fell 2.8 percent in January and 2.2 percent in December, has fallen every months since March 1990.
- At the end of March, sales of major U.S. automakers were down from year-ago levels while the Japanese grabbed a bigger share of the American market with an upturn in sales. For the last 10 days of the month, General Motors sales fell 10.7 percent from the 1990 level; Ford was down 15 percent and Chrysler 19.5 percent. Meanwhile, Honda sales picked up 12 percent, Nissan 21.8 percent and Mazda 12.6 percent.
- The Conference Board's help-wanted advertising index fell 4 percentage points in February to 96. The index is 46 points below its level of 142 in February 1990 — another signal that job opportunities are evaporating.

Newsmakers

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** was named to Irish America magazine's annual Top 100 list, which called him "an outspoken defender of Irish causes." The magazine noted that in 1982 Donahue and former Longshoremen's President Teddy Gleason founded the Irish American Labor Coalition, which has been a "great success" in putting Ireland on the agenda of the American labor movement. It pointed out that Donahue led an AFL-CIO delegation to Ireland in July 1990, which in its report reiterated labor's support for the MacBride Principles.

Dr. Dorothy I. Height, who served 33 years as president of the National Council of Negro Women, was honored March 12 at a "Tribute to a Living Legend Dinner" in New York City that was emceed by entertainer **Bill Cosby** and attended by first lady **Barbara Bush,** AFL-CIO President **Lane Kirkland** was a co-chair of the dinner. The NCNW, a principal advocacy group for African-American women with an outreach to 4 million women, has aided unions at Eastern Airlines, Delta Pride and other companies. Proceeds from the dinner went to the NCNW's Fund for the Future campaign.

Howard D. Samuel, president of the AFL-CIO Industrial Union Department, has been appointed a member of the Defense Science Board by Deputy Secretary of Defense **Donald Atwood.** Samuel is the first union representative to serve on the board since it was established in 1956. The Defense Science Board provides the Secretary of Defense with independent, objective advice that assists in assuring a sound defense program.

Joel Ronald Ax has been named general counsel of the Clothing and Textile Workers. Ax served as the union's associate general counsel from 1970 until 1973 when he became deputy general counsel. He has also worked as an attorney and associate general counsel for the two predecessor unions of ACTWU — the Clothing Workers and the Textile Workers. Ax, who has worked on the Farah strike and boycott and the J.P. Stevens boycott, currently is directing the legal campaign against S. Lichtenberg and Co., a Georgia drapery manufacturer that refuses to sign a union contract three years after workers voted 3-1 for ACTWU.

Agnes Sheppard of Linton, Ind., was greeted on her 100th birthday March 16 by a letter from AFL-CIO President **Lane Kirkland.** "It is a source of pleasure and pride to know that you hold membership in the United Mine Workers of America in recognition of your years of dedicated service to that great union and of the vital and rightful role women workers continue to play in the growth and strengthening of the American labor movement," Kirkland wrote.

Sheppard was made an honorary Mine Workers member in 1987 by UMWA President **Richard Trumka,** who said he was honored to issue her instatement. "For too long, we have not fully recognized the important role women played in building this union," he said.

In 1950, Sheppard had worked as a clerk at the Linton mine and became one of the first women to hold UMWA membership. But 11 months after she began paying dues, her card was revoked by the District 11 president who told her President John L. Lewis objected to women working in the coal mines. "Today, that wouldn't happen," Sheppard told the UMWA Journal. "But those were different times and there was no bitterness or anything like that."

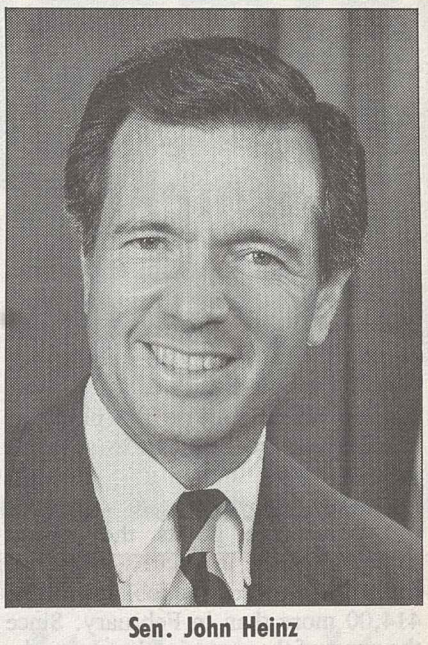
DEATHS

Sen. John Heinz (R-Pa.), 52, who died April 4 when his small plane collided with a helicopter in Merion, Pa., was a brave battler for working people, AFL-CIO President Lane Kirkland said in a letter to his widow, Teresa.

Heinz "constantly belied the notion that someone of his background and political affiliation could never be a staunch friend and advocate of workers, the elderly and the less fortunate," Kirkland wrote. "Often standing alone among his colleagues, he fought many a valiant battle on behalf of working families in Pennsylvania and throughout the nation."

Pennsylvania AFL-CIO President William George said Heinz was a statesman and a friend who was committed to workers' rights and the achievement of better living standards and safer jobs for all citizens.

Heinz was elected to the House in a special election in 1971 and re-elected in 1972 and 1974. He was elected to the Senate in 1976 and two subsequent terms.



Sen. John Heinz

James Larry Owens, a former representative with the AFL-CIO's Human Resources Development Institute, died of cancer at his home March 29 in Washington, D.C. He was 49. At the time of his death, Owens was executive director of Service Employees Local 82.

He began his union career as a business agent for Local 82 in 1965. He worked for HRDI from 1969 to 1984. After spending two years at the Census Bureau, he returned to Local 82. He was active in many community groups, including a senior-youth project sponsored by his local.

Survivors include his wife, Arlene, and a daughter.

Chick Chaikin, former ILGWU president, dies

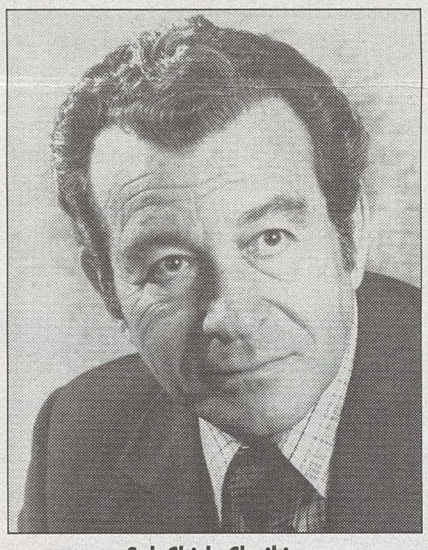
Sol Chick Chaikin, president of the Ladies' Garment Workers from 1975 to 1986 and former AFL-CIO vice president, died April 1 of heart failure at Long Island Jewish Medical Center in New York. He was 73.

Chaikin crusaded against the loss of jobs to foreign competition and led the fight against sweatshops in New York City and elsewhere. He also played a prominent role in the fight against legalizing homework in the needle trades.

During his tenure on the AFL-CIO Executive Council, Chaikin represented labor in the international arena during assignments to Egypt, Chile, Argentina, Brazil, Portugal and Spain. He also represented the AFL-CIO at labor summits in London and Tokyo and served as a member of the U.S. delegation examining the Helsinki Accord on Human Rights during meetings in Belgrade, Yugoslavia, and Madrid, Spain. In 1983, he led the first official AFL-CIO visit to South Africa.

"Chick served his union, and this federation, long and diligently," said AFL-CIO President Lane Kirkland in a letter to Chaikin's widow, Rosalind. "His deep and tireless commitment to the cause of justice for workers and their families and his eloquence as a spokesman for dignity, fairness and human rights won him the respect and admiration of unionists around the world."

Chaikin began his union career as an organizer for ILGWU Local 178 in Fall River, Mass., in 1940. He went on to serve in locals in Boston, Lowell and Springfield, Mass., before becoming director of the Lower Southwest Region and then assistant director for the Northeast Department.



Sol Chick Chaikin

Trained as a lawyer, Chaikin often drew laughter from union audiences by acknowledging that fact and quickly adding, "but I never practiced law a day in my life."

In 1965, Chaikin became an ILGWU vice president and in 1973 was elected secretary-treasurer of the union.

He was named to fill Louis Stulberg's unexpired term as ILGWU president in 1975, and was elected in 1977 to his first of three full terms. He retired in 1986.

His interest in education was evidenced by his service as the first chairman of the AFL-CIO American Council of Education, a joint project to facilitate greater interaction between the labor and academic communities. He also was a trustee of Brandeis University.

Chaikin also served on the boards of hospitals, political groups, Jewish, Hispanic and civil rights organizations and veterans' associations, and was acting president of the Jacob K. Javits Convention Center of New York.

In addition to his widow, Chaikin is survived by three sons, Robert, Eric and David; a daughter, Karen, and 11 grandchildren.

Union-Industries Show gears up for big welcome in Minneapolis

Organizers expect this year's AFL-CIO Union-Industries Show, set for May 3-6 at the Minneapolis Convention Center, to be the largest ever, said Dennis L. Kivikko, the show manager.

The annual show, which is produced and managed by the AFL-CIO Union Label and Service Trades Department, spotlights the quality of union-made goods and services and will include exhibits by 300 unions and companies.

More than $150,000 in prizes will be given away, including a $10,000 Harley-Davidson motorcycle and a $6,900 Coleman camper. Those attending the show also will have a chance to win a $1,600 General Electric refrigerator; Northwest Airline tickets to anywhere in the continental United States; Lenox china; television sets; and a $1,000 Samsonite patio set.

Kivikko credited the cooperation of area labor leaders, including Don Early of the Minneapolis Central Labor Union Council and Steve Dress of the St. Paul AFL-CIO Trades and Labor Assembly, in making the show a high-profile event in Minneapolis.

As so often in the past, a unique feature of the show will be the hands-on displays of old-fashioned glass blowing by members of the Glass, Molders and Pottery Workers.

And the Food and Commercial Workers will conduct a two-day, judged competition featuring some of the nation's top hair fashion designers.

The Machinists, major supporters of the International Guiding Eyes, will feature a demonstration of seeing-eye dogs at work.

The show hours are 1 p.m. to 9 p.m. on May 3-5, and 11 a.m. to 7 p.m. on May 6. For more information contact Marilyn Toro at 202/628-2131 or Kivikko at 612/333-5024.

Resources

PUBLICATIONS

Is Your Job Making You sick? is a handbook on workplace hazards published by the Coalition of Labor Union Women. The publication provides the latest information on reproductive health, indoor air quality, video display terminals, ergonomics, physical hazards and bloodborne and infectious diseases. The cost is $4 per copy or $3 for orders of 20 or more, and is available from National CLUW, 15 Union Square, New York, N.Y. 10003.

Alternative Approaches is the second part of a tax policy study entitled "Taxes We Can Live With — Designing A System to Meet Future Needs," released by the New York State AFL-CIO. The study makes recommendations for addressing the state's current fiscal crisis and to prevent recurring deficits. Copies available by calling 518/436-8516.

Exploiting Both Sides: U.S. Mexico Free Trade is a pamphlet that explains the social and economic effects of President Bush's proposal for a free trade agreement with Mexico. Pamphlet No. 220. The first copy is free, $1 for 2 to 99 copies, 90 cents for 100 to 999, and 75 cents for 1,000 or more. Contact the AFL-CIO Pamphlet Division, Room 209, 815 16th Street, N.W., Washington, D.C. 20006.

Actions urged to ease plight of unemployed

By John R. Oravec

With the worsening recession cutting across most major job sectors, bumping the nation's jobless rate to 6.8 percent, the AFL-CIO called for immediate action to ease the plight of unemployed workers and to generate job programs.

The unemployment rate surged by 0.3 percentage points the second straight month in March with 8.6 million workers on the jobless rolls — 414,00 more than in February. Since the onset of the recession last June, the Bureau of Labor Statistics reported, the number of unemployed workers has risen by 2 million and the jobless rate has climbed 1.5 percentage points to the highest level in four-and-a-half years.

AFL-CIO President Lane Kirkland said the "unemployment figures show that those who say this is a mild recession and that it's almost over are dead wrong. Last month, while working families were told that 'prosperity is just around the corner,' more than 400,000 Americans became unemployed."

When some 1 million discouraged workers and 6.2 million in part-time jobs because they can't find full-time work are counted with the officially unemployed, Kirkland noted, there are nearly 16 million people out of work or underemployed.

"This is a serious recession and the Bush administration and Congress ought to face up to that fact," Kirkland stressed.

"Our government leaders should act now to help the jobless immediately by extending unemployment benefits. And they should develop programs that will put people to work at jobs that will meet the nation's critical needs in areas such as housing, education and public infrastructure."

Steve Yarmola/AFL-CIO News

Thousands packed the Convention Center in Washington during a recent Federal Jobs Fair.

Kirkland also noted that "our president promised that if elected, he would create 30 million new jobs. But the total number of jobs in this country has dropped by 1.5 million since last summer."

In March, only 4.2 million of the 8.8 million jobless before seasonal adjustment were drawing unemployment insurance benefits. That left 4.6 million unemployed workers without benefits because of severe limitations in the federal-state UI system.

Layoffs last month continued to take their toll on jobs in manufacturing, construction and retail and wholesale trade. BLS said industry payrolls dropped by 205,000 to 109.3 million in March after declining by 290,000 in February.

Factory job losses of 90,000 in March, following a drop of 150,000 in February, were concentrated in the durable goods sector, which has been hard-hit by imports. The nation has lost 1.2 million factory jobs since January 1989, BLS said.

Construction employment plunged by 70,000 last month, adding to the downturn since last May for a loss of 500,000 jobs.

Employment in retail trade fell by 50,000 in March, following a sharp decline of 110,000 in February. Wholesale trade jobs were down by 20,000 for the second month in succession. Workers in the trade industries have lost 460,000 jobs since last summer, BLS said.

AFL-CIO chief economist Rudy Oswald pointed out that the jobless rate for adult men rose to 6.5 percent from 4.6 percent a year ago, including a loss of 150,000 jobs in March. Adult women also lost 150,000 jobs last month while their jobless rate increased from 4.7 percent to 5.7 percent over the year.

Teenage unemployment rose 4 percentage points over the year to 18.7 percent as the 16- to 19-year-olds lost 785,000 jobs, including 120,000 last month.

The jobless rate for white workers in March was 6.2 percent; black workers, 12.3 percent, and Hispanics, 10.3 percent.

Oswald noted that the shrinking average workweek, which fell by a tenth of an hour to 34.2 hours, reflected a basic weakness in the economy.

Several large states reported jobless rates of more than 7 percent, including Michigan at 10.7 percent and Massachusetts at 9.7 percent. The others are California, 7.7 percent; Florida, 7.5 percent; Pennsylvania, 7.4 percent, and Ohio, 7.3 percent.

Meanwhile, computer giant International Business Machines Corp. announced plans to slash its worldwide work force by 10,000 this year, with about 6,000 of the job cuts coming in its U.S. operations primarily through early retirements, incentives and attrition.

Grumman Corp., a largely non-union manufacturer of military aircraft and aerospace systems, said it would cut 1,900 jobs by the end of 1991 because of reductions in federal defense contracts.

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APRIL 15, 1991

AFL-CIO NEWS

INSIDE

1 ***Workers demonstrate for OSHA reform***
This April 28, the third annual Workers Memorial Day and the 20th anniversary of OSHA, workers and community leaders will press for reform of the federal job safety law.

2 ***Rail talks continue as deadline nears***
Two of the 10 rail unions bargaining since 1988 for new contracts announced tentative agreements as the April 17 strike deadline approaches.

3 ***Consensus seen for health care reform***
AFL-CIO President Lane Kirkland tells Congress that labor, medicine and much of the business community agree on the need to improve the nation's health care system.

4 ***'Replacement' issue harmful to bargaining***
The use of "permanent replacement" workers subverts the collective bargaining process in the transportation industry, union leaders tell Congress.

5 ***Mine industry hides coal dust hazards***
A nearly two-year investigation by the Mine Safety and Health Administration found that operators of nearly half the nation's underground coal mines tampered with dust samples.

14 ***Insurance system fails millions of jobless***
The majority of jobless workers were not able to collect unemployment benefits due to modifications in the laws made during the Reagan years.

UNION YES

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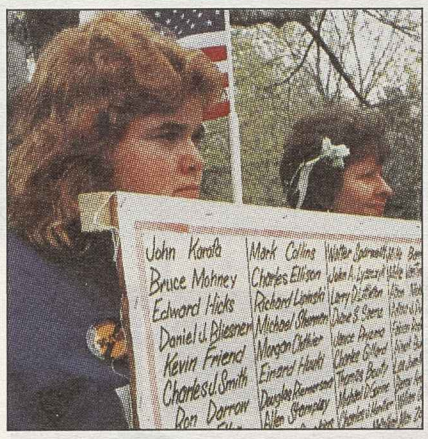


Unionists in Lansing, Mich., honor fallen workers during a Workers Memorial Day rally. **See Page 16.**

Unions free to organize 8 hospital units

By James B. Parks

The U.S. Supreme Court has unanimously upheld the National Labor Relations Board's ruling creating eight appropriate bargaining units in acute care hospitals — a long-awaited decision unions hope will break a logjam in hospital organizing cases.

The decision "is a major victory for private-sector hospital employees," said AFL-CIO President Lane Kirkland. "This rule allows each distinct group of hospital workers to decide for itself whether to form a union. And the court's decision should stop one form of management delay: haggling over bargain unit determinations.

"Fair and timely elections are essential for the law to fulfill its promise of freedom of choice on union representation," Kirkland said. "The court decision is a step in the right direction."

The Supreme Court ruling follows 17 years of struggle and litigation, including two previous court rulings, known as St. Francis I and St. Francis II.

The new rule provides eight categories for union units — registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other non-professionals and guards.

Also hailing the union court victory was AFSCME President Gerald W. McEntee, who noted that "hospital workers' desires for a union have been frequently thwarted by a hospital industry determined to block unionization at all costs."

"The hospital industry has delayed workers' right to be represented by a union through nit-picking litigation over the shape of bargaining units," McEntee said. "All that is behind us now."

John J. Sweeney, president of the Service Employees, said that "for the first time ever, the playing field is level for union organizing in hospitals."

"There's a tremendous shortage of hospital workers across this country because of poor wages, benefits and working conditions — a shortage created by the shortsightedness of the hospital industry, which workers and their unions can now fight to correct," Sweeney said.

Continued on Page 5

AFL-CIO News/Steve Yarmola

Fighting back tears, Elizabeth Macias describes at Senate hearings how her 16-year-old son was killed at a Ford Motor Co. glass plant in Juarez, Mexico, during his first week on the job. The Ford maquiladora was paying him 46 cents an hour as a production worker when he was hacked to death in an underground waste grinder. Accompanying Mrs. Macias are attorney Gustavo de la Rosa Hickerson and interpreter Alicia Edwards.

Deadline looms on Mexico trade fight

By John R. Oravec

With the clock ticking down to a June 1 deadline in Congress, AFL-CIO President Lane Kirkland called on all unions to muster every available resource in the fight to derail "fast-track" authority on a proposed U.S.-Mexico free trade agreement.

"We all must come together on this fight" to head off the erosion of more American jobs, Kirkland wrote the presidents of federation affiliates.

Unless either chamber of Congress acts by the end of May, fast-track authority would be extended automatically to Bush administration trade negotiators. With that leverage, Congress could not amend any international trade agreement the administration submits for ratification.

"Many of our unions have lost tens of thousands of jobs to U.S.-owned plants in Mexico," Kirkland said. "This is reason enough to redouble our efforts to stop the fast-track procedure for Mexico."

Administration negotiators are unlikely to address the wide wage disparity between U.S. and Mexican workers, which would result in more job losses in the United States, he said.

The impact would extend beyond members of industrial unions, Kirkland cautioned. Members of the building trades, service sector unions and even state and local employees "would be affected as industrial plants are closed, workers lose their jobs, the ability to raise tax revenues is diminished."

Kirkland said labor's campaign to halt fast track must involve all levels of the labor movement from the local unions to the top — pressing governors, congressional representatives and senators into the fight.

"Clearly," Kirkland stressed, "the fast-track procedure for the U.S.-Mexico free trade agreement would prevent full debate on the issues that threaten U.S. workers with jobs loss and Mexican workers with further exploitation and social degradation."

Earlier, Kirkland alerted the nation's governors that the lure of low wages has enticed hundreds of U.S. companies into moving production to maquiladora plants in Mexico, resulting in the further erosion of the industrial footing and tax base in many states.

Continued on Page 8

Strikebreaker use shown to worsen strikes

By Muriel H. Cooper

A new study confirms what labor has contended all along: strikes involving "permanent" replacement workers are longer and more bitter than strikes that do not.

The report by the Economic Policy Institute, based on a symposium of economic and legal experts, also found that the practice of permanent replacement workers undermines U.S. competitiveness and productivity.

The EPI report, "Employee Rights in a Changing Economy," provides additional impetus to the campaign for federal legislation to ban permanent replacement workers. The House bill, H.R. 5, now has 207 co-sponsors after picking up five more. It recently passed two House committees, Public Works and Transportation and Education and Labor, and will be heard by the Energy and Commerce Committee before going before the full House, probably in late spring.

In the Senate, the companion bill is S.55 introduced by Sen. Howard Metzenbaum (D-Ohio), which now has 31 co-sponsors. The House bill was introduced by Rep. William Clay (D-Mo.).

The EPI sample showed that the mean duration of strikes in which "permanent replacements" were hired is 363 days. The mean duration when temporary replacements were hired was 72 days. When no replacements were hired, it was 64 days.

Statistics based on randomly drawn samples of national and state strikes between 1984 and 1988 showed that the use of "permanent replacements" during the 1980s "probably contributed to the increase in the average length of all strikes and that the number of unfair labor practice cases filed before the

Continued on Page 3

Rail strike brings new panel as dispute near end of line

By Arlee C. Green

A nationwide rail freight strike by eight unions was quashed by Congress after 19 hours with emergency legislation that put rail workers back on the job and pinpointed an end-of-the-line for the three-year-old bargaining dispute.

A special review board, soon to be appointed by President Bush, will have 65 days to complete its actions.

The years of non-productive bargaining between the unions and the nation's major rail carriers, punctuated by Presidential Emergency Board recommendations last January, had climaxed at 7 a.m. on April 17 with the total shutdown of the rail freight lines across the country.

Bargaining had continued past the deadline for some of the unions. Others hadn't met with the carriers for several weeks. In the days prior to the strike, the unions announced the job action was aimed solely at the freight lines, and not the traveling public. The only passenger lines affected were those that run on freight tracks.

The issues have remained constant throughout — wages, work rules and health care coverage. But the importance of each issue varies among different types of railroad workers.

For some workers, the issue is a longer workday, requiring they travel 130 miles to get a day's pay rather than the current 108 miles. For others, it's an expansion of seniority districts that could require them to work thousands of miles from home. Still others may lose their jobs if the "crew consist" is reduced.

Rail union leaders decried the swiftness with which Congress acted. They had hoped the strike would last long enough to help pressure the carriers back to the bargaining table. As Congress deliberated, Tom DuBose, assistant to the president of the United Transportation Union, said, "We don't want Congress to intervene in collective bargaining. That's not their role. We think we can best settle our own problems."

Maintenance of Way Employees President Mac Fleming echoed that feeling. He noted that "the administration and the railroads teamed up to do a wonderful selling job. (Industry officials made) it seem as if our economy was going down the tubes unless the strike was immediately settled."

Fleming added that in its 11th hour action, "Congress crafted a narrow window for the unions to rebut the most destructive recommendations in the Presidential Emergency Board's report. We can only hope that this time fairness and equity will be part of the decision."

The strike-ending legislation requires Bush to appoint a special three-member review board, with one member from the Presidential Emergency Board, and the two other chosen from a list compiled by the National Mediation Board.

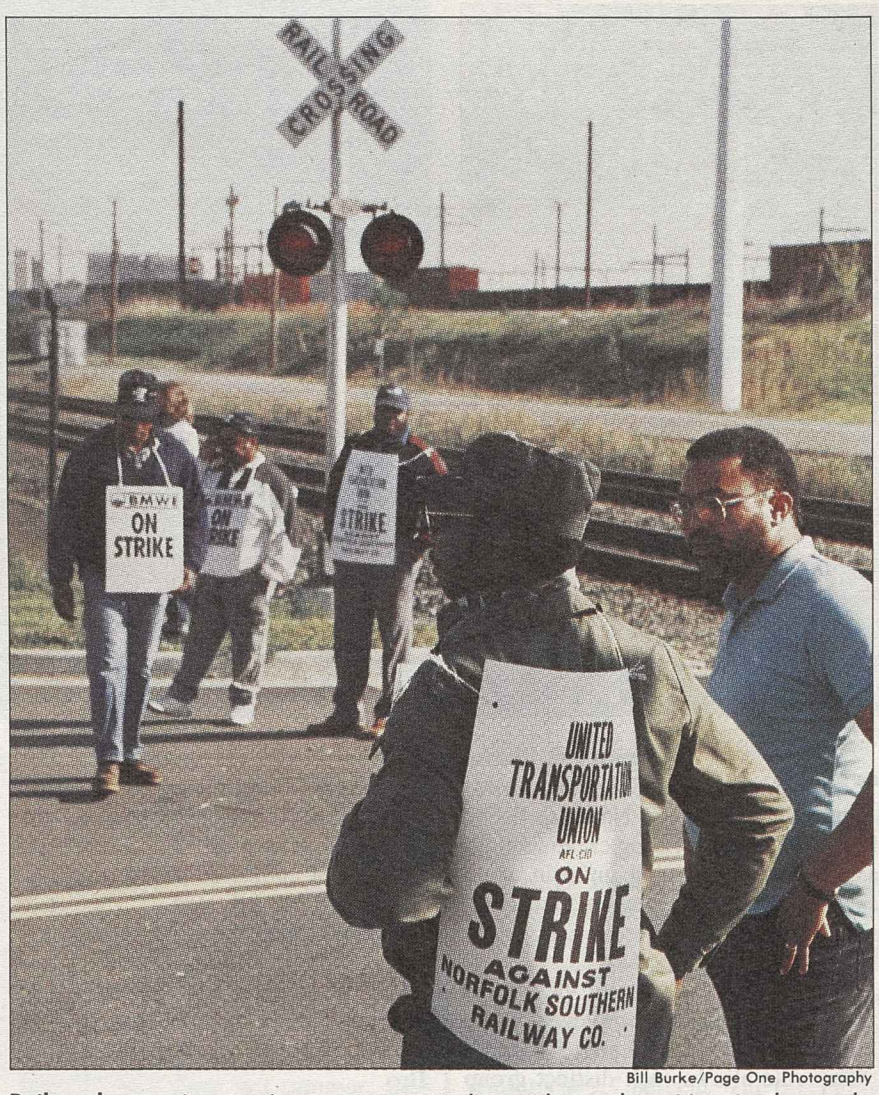
Under the law, the review panel will have the authority to modify "in whole or in part" the emergency board recommendations that it agrees to review.

Those recommendations are granted a "presumption of validity," and the parties seeking changes will bear the burden of convincing the panel that the emergency board's recommendation was "demonstrably inequitable or was based on a material error or material misunderstanding."

The new board's actions will not be subject to judicial review. Once its findings are issued, they will have the status of contracts negotiated under the Railway Labor Act.

Since the emergency board made its recommendations last January, three unions — the Train Dispatchers, Railroad Signalmen and the Transportation Communications Union — have reached tentative agreements that have been sent to their memberships for ratification.

The bargaining talks cover 235,000 workers represented by 10 unions — TCU, Railroad Signalmen, Train Dispatchers, UTU, BMWE, Locomotive Engineers, Firemen and Oilers, Sheet Metal Workers and Boilermakers. Talks began prior to the August 1988 expiration of the last contract.



Bill Burke/Page One Photography

Rail workers picket at the Potomac Yards in Alexandria, Va., in the early hours of the strike that involved 235,000 union members nationwide.

URW molds master accord with Bridgestone-Firestone

Akron, Ohio

The Rubber Workers reached a tentative three-year master agreement with Bridgestone-Firestone Inc. that would improve wages and benefits for 5,000 employees by about 18 percent over the term and set the pattern for the industry.

The proposed accord, reached two hours before the old agreement expired on April 20, was approved by the URW Big Three Advisory Committee as a pattern for the tire and rubber industry. Bridgestone-Firestone was chosen in early April to set the pattern.

A ratification vote will be held within the next few weeks, the URW said.

The master package now will be presented by URW negotiators to Goodyear Tire and Rubber Co. and Uniroyal/Goodrich, both of which began bargaining March 11. Goodyear, negotiating in Cincinnati, has 12,235 workers in 11 plants. Uniroyal/Goodrich, meeting in Columbus, has 5,542 workers at four locations. URW contracts with both companies expired April 20 and are being extended on day-to-day basis.

URW President Kenneth L. Coss, in a joint statement with Bridgestone-Firestone Vice President Samuel L. Torrence, said the accord "addresses mutual concerns in a constructive manner and is an example of improved communications between the parties."

Coss added the agreement "certainly includes one of the premier pension benefit increases in the industry."

While details of the proposed package are being withheld pending ratification, the union said highlights include:

- A pension increase from $23.50 to $30 a month per year of service. The cost of a portion of the pension increase for the second and third year of the agreement will be shared with employees through temporary reduction in the cost-of-living adjustment.
- A new health incentive plan — utilizing managed care — which is designed to improve medical benefits while reducing costs, both for the workers and the company.
- An enhanced commitment to health, safety and environmental concerns in the workplace and a commitment to education, cross-training and strengthening of the partnership for involvement.
- A 25-cent, one-time advance on COLAs to be recovered in increments of 10 cents, 10 cents and 5 cents from future quarterly COLA payments.

The COLA formula from the previous contract — a 1 cent hourly increase for each 0.26 percent rise in the Consumer Price Index — was retained in the agreement.

- A one-time $200 bonus for retirees.

Other contract improvements were negotiated in the employee savings plan, life insurance coverage and the supplemental unemployment benefit plan, the URW reported.

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LEGISLATION

House panels endorse striker bill

Continued from Page 1
National Labor Relations Board has doubled'' during that time, EPI said.

The study underscores the point made by union leaders in congressional testimony on the striker replacement legislation.

''The parties may within the first days or weeks of the strike settle all the terms and conditions for a proposed labor agreement,'' said UAW President Owen Bieber. ''But they remain apart on the question of whether the strikers will be allowed to return to their jobs.

''Obviously, few unions will agree to a new agreement which leaves the strikers out in the cold. Permanent replacement strikes are always long, bitter wars of attrition.''

Besides exacerbating labor-management conflicts, the practice of ''permanent replacements'' weakens the ability of U.S. industry to compete on a global scale, the report said.

''A key factor in success is the ability of labor and management to cooperate,'' the study noted. ''Where workers are alienated and the workplace is pervaded with an 'us vs. them' atmosphere, competitiveness will suffer.''

Symposium participant Charles Craypo describes the use of ''permanent replacements'' as an attempt to keep wages low instead of using technology and productivity strategies to capture a competitive edge.

''Using replacements has wider economic and social implications; it affects wage levels, income inequalities and polarization,'' he said. ''I think a strong case can be made for this rather modest legislative proposal.''

The legislation is a ''very modest move back toward equity,'' said Rep. William D. Ford (D-Mich.), chairman of the House Education and Labor Committee, in disputing Bush administration claims that it would unbalance the collective bargaining system. The legislation is designed to eliminate ''one of the most egregious and successful forms of union-busting'' in American history, he said.

H.R. 5 and S. 55 would overturn the Supreme Court's 1938 Mackay Radio decision, which created the anomaly in the law that states that it is illegal to fire striking workers but OK to ''permanently replace'' them.

In recent years, employers have rushed to use that ruling to ''permanently'' replace their unionized work forces. In some cases, the prolonged strikes that followed contributed to the financial failures of such high-profile companies as Eastern Airlines and Greyhound.

Unfair strategy backfires

More recently, the highly profitable Chicago Tribune Co. eventually was forced to virtually give away the New York Daily News, along with $60 million, when its ''permanent replacement'' tactic failed.

Smaller companies, such as Ravenswood Aluminum Co. in West Virginia, Arvin Industries in Indiana, Potsdam Paper Mill in New York and Liberty Glass in Oklahoma, have put thousands of other employees out of work through the ''permanent replacement'' strategy.

Ray Marshall, the former U.S. secretary of labor who now teaches at the University of Texas, said the ''permanent replacement'' practice runs counter to the basic objective of having a just, full-employment, high-income country. He noted that the Commission on Skills of the American Work Force, which he chaired, ''found that other countries will not let companies pursue a low-wage strategy.''

The effect of ''permanent replacements'' on workers was noted by EPI symposium participant Julius Getman, who contrasted the strikes against International Paper at Jay, Maine, and at Mobile, Ala.

''The bargaining positions of the parties were very similar, but the Mobile company locked out the workers, which meant they could only be temporarily replaced, and at Jay, they permanently replaced the workers,'' Getman said.

''The people at Mobile are still working, and they're working under far better conditions than the people at Jay,'' he continued. In Jay, ''those people's lives have been ruined.''

The rights of workers is paramount in the debate, Getman observed. ''The legislative bills need to be seen, not as legislation to help unions, but as legislation to protect employees.''

Meanwhile, the AFL-CIO grass-roots campaign to explain the issue to the public and to urge members of Congress to sign on to the legislation has gained momentum. In Kentucky, for example, the Frankfort Central Labor Council and the state AFL-CIO have a plan for the morning after the Kentucky Derby: motorists will be invited by highway signs for free coffee and doughnuts and an opportunity to sign postcards urging passage of the bills.

Striker replacement legislation also continued making headway in state legislatures. The Illinois Labor Equity Act, introduced by state Rep. Michael Curran (D-Springfield), would bar state agencies, local governments and school districts from doing business with firms that hire replacement workers when their regular employees are on the picket line.

''We want to set a tone across the nation that taxpayer dollars not be used to underwrite this kind of strike-breaking activity,'' Curran said.

In Congress, two of the three House committees which have jurisdiction over the legislation have reported it favorably.

So far, the AFL-CIO's grassroots campaign has generated more than 13,000 postcards from union members to their senators and representatives urging them to support the legislation.

Capitol Digest

The Senate blocked an AFL-CIO-backed Social Security tax cut, tabling an amendment to the fiscal year 1992 Budget Resolution. The 60-38 vote rejected the attempt to lower the levels of assumed Social Security revenue to reflect the amount of revenue generated if the payroll tax was cut.

The amendment was the first step for Sen. Daniel Patrick Moynihan (D-N.Y.) in his effort to cut the payroll tax, which he planned to introduce later this year.

The AFL-CIO has supported the Moynihan tax cut proposal because it would give working people real tax relief and make Social Security financing more progressive. Since the Social Security tax is levied only on the first $51,300 of earned income, working people are paying a disproportionate share of the burden to build the Social Security trust fund surplus.

It is unlikely that any other action on the tax cut will occur this session, but Moynihan vowed to carry on the fight. ''Don't be surprised if it takes 10 years. It will come,'' he said.

In other action on Capitol Hill:

BENEFITS — The AFL-CIO has urged Congress to extend permanently the tax-exempt status for employer-provided pre-paid legal services and education benefits. Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, told the House Ways and Means Committee that the legal services ''have proven their value and cost next to nothing.'' In a statement, the UAW told the committee that the education benefits ''fit the widespread recognition that a skilled, educated work force is essential if America is to meet the challenges of an increasingly global economy. Several bills addressing the benefits, which expire at the end of 1991, have been introduced.

UNEMPLOYMENT INSURANCE — With the nation's jobless rate climbing, the AFL-CIO called for Congress to reform the nation's unemployment insurance system to improve eligibility standards, raise benefit levels, increase the length of extended benefits and provide more funding for state unemployment compensation and employment services. The AFL-CIO supports H.R. 1367, as a ''good first step,'' towards these goals, legislative representative Bill Cunningham told the Senate Finance Committee. The House bill is awaiting subcommittee markup.

MOTOR VOTER — In an effort to increase voter turnout for federal elections, the AFL-CIO is supporting a Senate bill, S. 250, which would allow officials to automatically register citizens as voters when they obtain drivers licenses. The bill also would allow for mail-in and agency registration. The bill was reported by the Senate Rules Committee. A similar bill passed the House last year, but the Senate did not act on it.

Workers exploited by contractor scams

By Mike Hall

In some parts of the country, service ''franchisers'' are taking advantage of people's desperation for work, inducing them to pay more than $10,000 for jobs as building janitors — at less than minimum wage.

In the construction industry, some unscrupulous contractors classify workers as so-called ''independent contractors'' to save up to 25 percent in labor costs.

These are examples of a growing employment scam by non-union employers detailed by the Service Employees and Carpenters during testimony before the House Government Operations subcommittee on employment and housing.

The scam leaves workers without basic benefits, such as health care and pensions, and allows employers to dodge unemployment insurance taxes, workers' compensation and Social Security taxes. The IRS estimates that up to 38 percent of all employers are misclassifying their workers as independent contractors.

The schemes also put honest employers at a disadvantage because competitors using these tactics can underbid by a large margin. The practice also denies the federal treasury of billions of dollars a year in taxes, witnesses said.

The use of these schemes is growing in the building service industry where workers clean office, industrial and apartment buildings, said Tom Balanoff, director of the Service Employees' Building Services Division.

In the scheme, called ''franchising,'' the contractor offers the worker the ''opportunity'' to ''buy'' the right to service part of a building the contractor has agreed to service. The worker must pay an up-front investment cost of as much as $10,000 and a monthly administrative fee of about $400.

The contractor promises that the ''franchise'' will generate up to $24,000 a year, but the real earnings are about $3 an hour, Balanoff said.

Many of the people who fall victim to this scam are recent immigrants who do not speak English and are unfamiliar with their rights.

When the worker ''buys'' the franchise, he has the right to clean one floor of the building. In addition, the janitor must purchase his or her own cleaning supplies. Many times the workers are forced to buy the supplies from the ''franchiser.''

Usually the franchise does not generate nearly the promised revenue because the company adds new charges, such as ''inspection charges.'' Often the area to be cleaned is too large for a single worker to clean and many of the janitors bring in family members, including underage children, to help out, Balanoff said.

Other witnesses testified that construction contractors are misclassifying their workers more frequently to slash their labor costs, which undercuts their competitors. This practice leaves workers unprotected without workers' compensation or medical coverage.

One construction worker testified that he knew something was wrong when taxes and workers' compensation were not taken from his paycheck. He said he was frequently paid in cash. ''But the economy was bad and I needed steady work. I had no other choice but to take what was available.''

BCTD notes successes, legislative challenges

By Candice Johnson

Building trades unions recently have won some important victories in Congress and the courts, but much remains to be done.

That was the message from AFL-CIO Building and Construction Trades Department President Robert A. Georgine to the 3,000 delegates attending the BCTD's national legislative conference in Washington.

"We've gone a very long way toward saving the apprenticeship system" in the United States, turning back the efforts of the anti-union Associated Builders and Contractors to tear down that program, Georgine told the delegates.

The Labor Department's proposed changes in federal apprenticeship and training rules would destroy the traditional apprenticeship system that "has served this country long and well by producing a continuous supply of skilled and trained craftsmen," Georgine said.

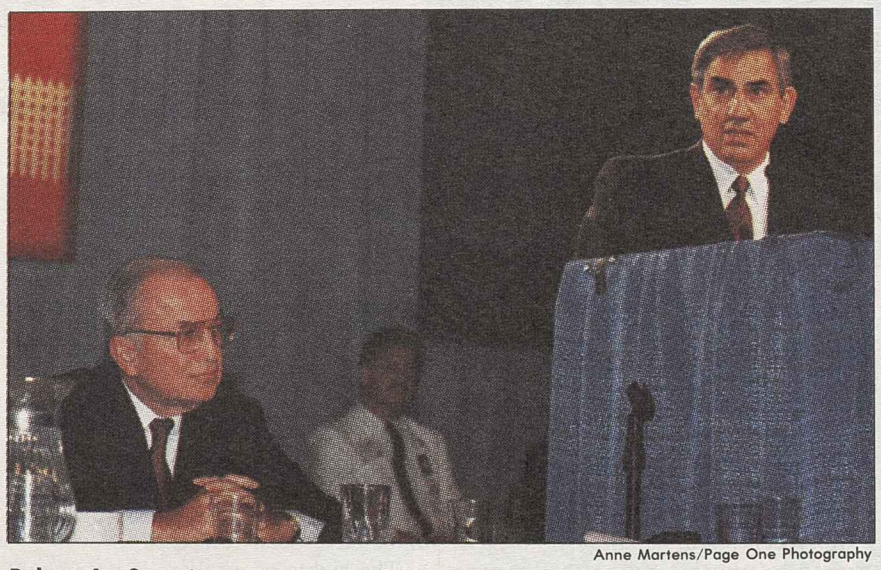
But a groundswell of opposition to the changes — more than 60,000 comments sent to the Labor Department — could not be ignored, he added. The BCTD also convinced Congress to stop the Labor Department from spending funds to enforce those regulations.

Georgine also outlined the BCTD's efforts to ensure that "American workers, not just American companies, are eligible to help in the rebuilding of the nation of Kuwait." He told delegates that the Kuwaiti ambassador to the United States stated in a recent meeting that 70 percent of the reconstruction jobs should go to American workers.

"But we must not lose sight of our main mission...to have a sufficient number of good construction jobs here in the United States," Georgine said of the current climate of recession and unemployment.

The BCTD's legislative priorities include passage of a construction safety bill, health care reform and a national program to repair the nation's crumbling highways, bridges, water and sewer systems and buildings.

AFL-CIO President Lane Kirkland called enactment of the construction safety bill, sponsored by Sen. Chris Dodd (D-Conn.) and Rep. Joseph Gaydos (D-Pa.), "our first order of business," pointing out that a full quarter of all workplace-related deaths in this country occur in the construction industry. "It's time our laws recognize the special hazards your members face everyday," he said.



Anne Martens/Page One Photography

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, addresses the BCTD legislative conference as Rep. William Ford (D-Mich.) looks on.

Kirkland outlined other items on the federation's legislative agenda, including legislation to end the "permanent replacement" of strikers and labor's effort to block the Bush administration's plan for "fast-track" trade negotiations with Mexico.

The conference was interrupted by protests from the New Jersey delegation about a jurisdictional dispute in that state. The dispute, between the building trades and District 50 of the Steelworkers, is the subject of ongoing mediation under the auspices of the AFL-CIO.

Delegates heard from key congressional leaders, including Senate Majority Leader George Mitchell (D-Maine) and House Speaker Tom Foley (D-Wash.), Sens. Bob Packwood (R-Ore.), Barbara Mikulski (D-Md.), Tom Harkin (D-Iowa), and Reps. William Ford (D-Mich.), Vic Fazio (D-Calif.), Robert Roe (D-N.J.), Gaydos and Steny Hoyer (D-Md.).

Following the Tuesday session, the building trades delegates took their legislative program to Capitol Hill, raising health care, job safety and employment concerns in meetings with their congressional representatives.

The conference also heard an update on the BCTD's "DAD Day" campaign — Dollars Against Diabetes — which is raising funds for the construction of a diabetes research center at the University of Miami.

Grass-roots effort boosts family and medical leave bill

By Colleen M. O'Neill

An AFL-CIO associate member program has boosted labor's campaign for family and medical leave legislation by blanketing the Cincinnati area with petitions calling for passage of the bills, which now are pending in Congress.

"No worker should have to choose between their family and their job," said Sally Krisel, director of the National Association of Working Americans, which is sponsored by the Cincinnati AFL-CIO.

Cincinnati AFL-CIO Secretary-Treasurer Dan Radford said a dozen area civic, women's, parents' and civil rights organizations have joined NAWA in the campaign.

The legislation, H.R. 2 and S. 5, would guarantee workers up to 12 weeks of unpaid leave — without threat of loss of job — after the birth or adoption of a child or in the event of a serious illness of an immediate family member or the worker.

The Senate bill was passed out of the Labor and Human Resources Committee April 24 and sent to the full Senate for debate. The full House received its bill in early April, and was tentatively slated to take it up in mid-May.

The AFL-CIO and its affiliates have urged members to contact their lawmakers to support the legislation. "We need a good showing of back-home interest in these bills," said Legislative Director Robert M. McGlotten.

NAWA was distributing petitions to approximately 60,000 households in the Cincinnati area, Krisel said. A postage-paid card could be returned to NAWA, which will use them to lobby local members of Congress, she said.

"Polls have consistently shown 70 to 80 percent of American voters support family and medical leave rights," NAWA pointed out, "but President Bush vetoed a virtually identical bill last summer after it was passed by both houses of Congress."

Under the legislation, workers would continue to receive pre-existing employer-furnished health benefits during the leave. The bill would affect employees who have worked at least 12 months and 1,000 hours for a public or private employer. It would require the employee to give reasonable notice and, when possible, schedule the leave to accommodate the employer.

Smaller businesses — those with fewer than 50 workers — would be excluded.

IAFF targets pension, safety, public employee bargaining

By Sharolyn Rosier

More than 450 Fire Fighters from across the country converged on Capitol Hill to review legislative and political issues and lobby Congress as part of the IAFF Ninth Annual Legislative Conference.

Noting an ambitious legislative agenda, IAFF President Al Whitehead said "it will take a lot for us to succeed, given the current economic climate and the many other issues that will occupy Congress for the next two years."

Topping the IAFF's legislative agenda are changes in tax and banking laws to protect the pensions of Fire Fighters and other public employees, revisions in the Occupational Safety and Health Act to extend coverage to all state and municipal employees, a national collective bargaining bill, Hatch Act reform and legislation outlawing "permanent replacements" for striking workers.

Mine Workers President Richard Trumka praised the Fire Fighters and other public employee unions for taking up the banner against private employers who seek to "permanently replace" striking workers.

"It's that kind of thinking that really sets union people apart from management," Trumka said. "What makes unions strong isn't the extent we let the differences we have keep us apart, it's how we come to understand what we have in common."

Al Bilik, president of the AFL-CIO's Public Employees Department, urged the Fire Fighters to demand that Congress approve bargaining rights for public employees. "You've got nearly 4 million public employees who are denied any rights because they are barred from collective bargaining," he said.

Rep. William Clay (D-Mo.), who has introduced national collective bargaining legislation, issued a challenge to the IAFF members to find co-sponsors for the bill.

David Millano, a legislative specialist, warned that the battle to extend OSHA protections to all state and municipal employees "is going to be a major dogfight. This is not just the union movement trying to pass another bill. We have people who are dying and there are people getting away with corporate murder."

IAFF photo

IAFF President Al Whitehead addresses the union's legislative conference.

Sen. Brock Adams (D-Wash.) told the delegates that Congress faces budget constraints as well as an administration that is less than receptive to workers.

In appreciation for their work on important legislation, the IAFF presented awards to Reps. Douglas Applegate (D-Ohio), Sherwood Boehlert (R-N.Y.) and Dennis Eckart (D-Ohio).

Others speakers included Reps. William Ford (D-Mich.), Robert Matsui (D-Calif.), Jack Reed (D-R.I.) and Thomas Ridge (R-Pa.) and Letter Carriers Legislative Director George Gould.

Kirkland: Put health care reform on a 'fast track'

Issue most pressing, burdening to society

By Colleen M. O'Neill

If there is an issue on which this nation needs a fast track, then health care is it, AFL-CIO President Lane Kirkland told the House Ways and Means Committee.

"May I suggest to you that the eagerness and intensity with which the case for fast track is argued on a much less pressing issue" is misplaced, Kirkland said of the "fast-track" trade negotiations with Mexico. "There is really no issue more pressing and more burdensome on a society than this."

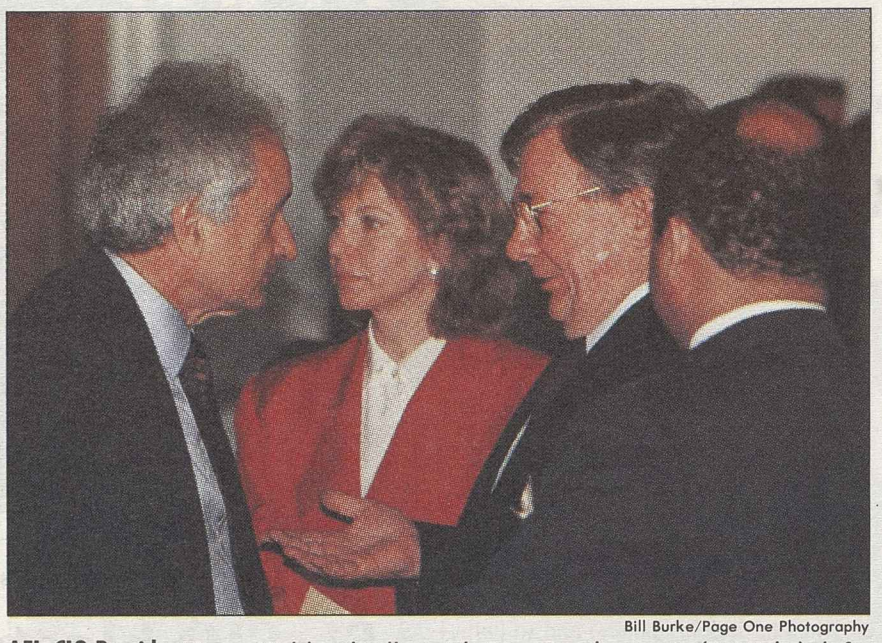
Kirkland told the panel the U.S. health care system no longer is working. "It has failed a vast portion of working Americans who have done the best they can to maintain coverage at a reasonable cost. The American health care system operates on the principle of Social Darwinism and we have paid dearly for it."

He reminded lawmakers of the growing alliance between organized labor, organized medicine and the business community, all of whom are working toward a solution to the crisis.

Closer to solution

"We've been at this health insurance issue for at least 40 years, and I've seen it wax and wane," Kirkland said. "I do believe that we are closer to the kind of broad understanding that we need of the nature and seriousness of the problem. More and more sectors of society are recognizing the problem because they are feeling it and experiencing it."

In his testimony, Kirkland emphasized the AFL-CIO's essential goals of containing the growth in health care costs; providing access to medical care for all Americans; reducing waste, red tape and paperwork, and solving the retiree health care crisis.



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland talks with Rep. Sander Levin (D-Mich.), left, prior to testifying before a House committee. Also present are Karen Ignagni, director of the federation's Department of Employee Benefits, and AFL-CIO legislative representative Calvin Johnson.

He also pointed out the competitiveness problems posed by the status quo. "(The system) punishes employers who provide health insurance to their workers by forcing them, in effect, to subsidize the health care of those who are employed by firms that seek a competitive advantage by refusing to provide such coverage.

"Moreover, the system rewards purchasers with large groups or relatively young workers with short-term discounts," he said, "and it penalizes small employers and those with older, more experienced workers by forcing them to pay more for coverage."

Kirkland told the committee "a nation that wants to be competitive in the 21st century cannot continue to give these kinds of incentives to employers who place such a low value on maintaining a healthy and productive work force."

The hearing was the fourth in a series of five scheduled by the House panel over nine days. Among other witnesses who appeared before the committee were William L. Roper, M.D., director of the Centers for Disease Control, and George J. Schieber, director of the Office of Research of the Health Care Financing Administration of the U.S. Department of Health and Human Services.

White House plan

Other congressional panels have begun to focus on health care. The Senate Finance Committee held its second hearing in a week on the subject, listening to Richard G. Darman, the director of the Office of Management and Budget, among others. Kirkland had testified before the committee the previous week.

In his testimony, Darman said that the Bush administration was continuing work on a comprehensive health care reform plan to be proposed within 18 months.

He also said the administration would announce within several weeks the establishment of a program of malpractice reforms. The proposal would be promoted through federal funding of state health programs such as Medicaid, Darman said.

Others testifying at the Senate panel's hearing were the chairmen and chief executive officers of Allied-Signal Inc., Dayton Hudson Corp. and Bethlehem Steel Corp.; the executive director of Consumers Union, and the president of the Employee Benefits Research Institute.

Walter F. Williams of Bethlehem Steel told senators that "our health care system is in crisis. We have a systemic problem that requires a systemic solution that can only be addressed at the national level. If we are to expand access and control costs, then I'm convinced we must accept the need for a stronger federal role in health care."

Bethlehem Steel is among five companies that have agreed to work with the Steelworkers in support of legislative proposals to ease the health care crisis. The joint committee was created as part of contract agreements between the USWA and the steelmakers.

Allied-Signal Chairman Edward L. Hennessy Jr. echoed Williams' concerns, and described his company's national-scale managed health care system, which covers more than 50,000 employees and dependents. Hennessy also joined Williams in urging a federal solution to the crisis in health care.

Both Kenneth A. Macke of Dayton Hudson Corp. and Rhoda H. Karpatkin of Consumers Union spoke of the need for guaranteed universal access to health care that emphasizes wellness as well as cost containment and an end to cost shifting and administrative waste.

Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue testifies before a five-member arbitration panel that will settle the contract dispute involving 568,000 Postal Workers and Letter Carriers. Donahue makes the case for improvements in job security, wages and working conditions, as the U.S. Postal Service is seeking to add greater numbers of part-time workers in the name of flexibility.

Unions free to organize eight separate units in hospitals

Continued from page 1

Real wages for hospital service workers have decreased 3 percent in the past five years, Sweeney noted. "Freed from legal bondage, workers can now...fight back against the poor wages and benefits, short staffing and lack of protection from infectious diseases like AIDS and hepatitis B, which are affecting patients as well as workers in our nation's hospitals."

The AFL-CIO, which filed a joint brief in the case along with the AFL-CIO Building and Construction Trades Department and the American Nurses Association, argued that the NLRB had the authority to create the eight units rather than considering bargaining unit petitions on a case-by-case basis.

The union election system set up by the National Labor Relations Act could not work if each petition for bargaining rights had to be decided individually, according to the brief.

If bargaining units varied from employer to employer within a given market, the federation argued, employees would not be able to eliminate wage competition through collective bargaining.

The case, American Hospital Association vs. National Labor Relations Board, went to the Supreme Court when the AHA appealed a 7th Circuit U.S. Court of Appeals decision upholding the 1989 NLRB rule.

Concerned that union representation of segments of its members' work force could prove contagious, the AHA pressed for broader bargaining units that include dissimilar job classifications. Mixing and rearranging units with disparate job descriptions is a well-known scheme of managements bent on "union avoidance."

Under the NLRB rule, a union may seek representation rights for any combined unit among the eight except for guards, where a separate unit is required by law.

The decision on the number of bargaining units, within the parameters of the NLRB rule, will be made by the workers and the unions.

The health care industry is the fastest growing employment field in the nation. Labor Department statistics indicate that the number of jobs in health services grew from 2.7 million to 3.6 million in the 1980s.

Labor urged to organize to promote civil rights

By James B. Parks

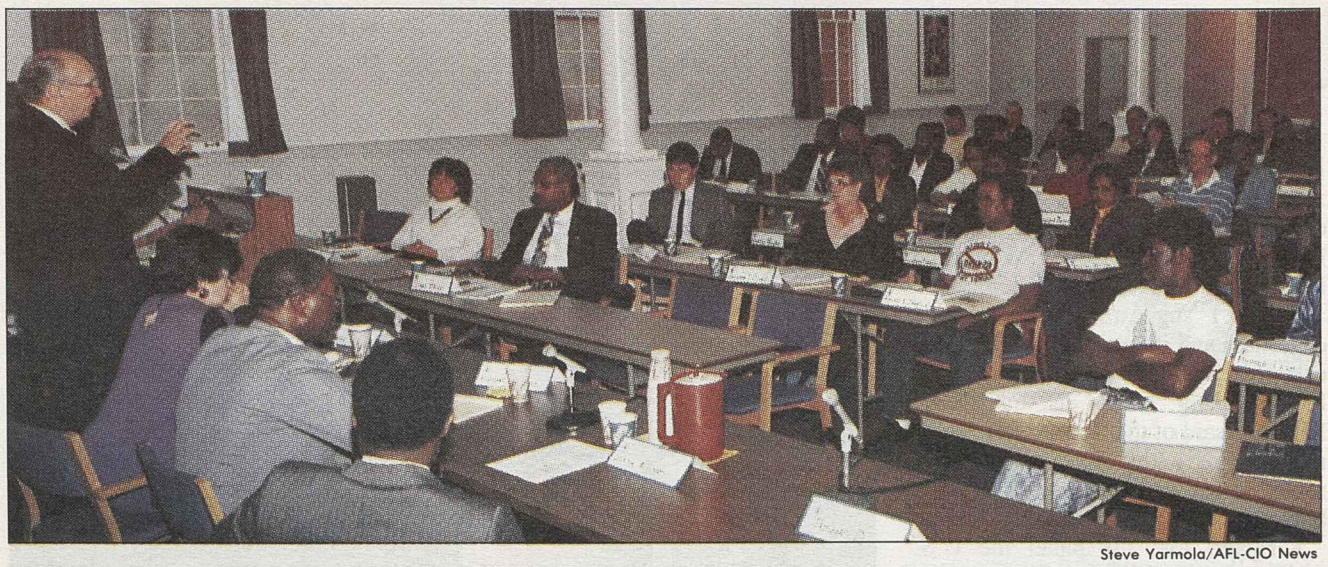
Organize. Organize. Organize.

That was the watchword for the AFL-CIO's Civil Rights Institute: organize to build up the ranks of union members and supporters; organize to push for effective legislation; organize to help individual workers know what their rights and responsibilities are.

Members of civil rights committees and other local union officers are the key, said AFL-CIO Vice President Lenore Miller, who is president of the Retail, Wholesale and Department Store Union and chair of the federation's Civil Rights Committee.

The anti-civil rights attitude in the White House is not going to change soon, she warned. Organized labor has to make sure that it makes a difference in Congress by pushing for the Civil Rights Act of 1991.

That legislation is the "primary piece of legislation from which all else follows," Miller said, "and it is crucial that we expose those who oppose it."



Steve Yarmola/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses the federation's Civil Rights Institute.

Lobbying Congress

Heeding Miller's call, about 50 of the participants lobbied members of Congress to support the civil rights bill and other key labor priorities, such as rejecting "fast-track" authority for the U.S.-Mexico trade agreement and supporting legislation to ban "permanent replacements" for strikers.

Civil rights is at the heart of what the labor movement is about, several speakers said.

"We're not here to accumulate profits and make millions of dollars," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "Our cause is fairness, and equality, and a decent living for average working people and recognition of their dignity."

The labor unions' struggle has "never been about civil rights or workers' rights; there's only human rights," said Richard Trumka, president of the Mine Workers.

"Equal opportunity is a basic American principle...and everyone, including white men, needs legal protection," said Richard Womack, director of the AFL-CIO's Civil Rights Department.

While noting successes in bringing more minorities and women into the labor movement, Donahue said, "we still have a long way to go. We need to encourage and assist minorities, women and those with disabilities to be activists in their unions — and to help them through that activism to leadership roles and leadership rank."

The numbers of African-Americans, Hispanic and female workers will grow significantly in the next 10 years, Donahue said, and the trade union movement will have to respond to these changes if it is to thrive.

On the disabled, Miller and other speakers said the Americans with Disabilities Act, enacted last year, is at a critical juncture because regulations guiding the employment of the disabled are being formulated.

Keeping labor united

Miller, who is vice-chairman of the President's Committee on Employment of Persons with Disabilities, said the key for labor is to make sure the issues involved do not become "contentious." The issues that will come up can be addressed as civil rights issues, she said, and decided through collective bargaining. Womack also is a committee member.

A special highlight of the institute was the participation of representatives from Frontlash and the South Africa Railway Harbor Workers Union.

The participants also heard from Service Employees President John J. Sweeney and Electronic Workers President William Bywater.

Special sessions were held on AIDS and substance abuse in the workplace, the state of American politics, sexual harassment, the AFL-CIO legislative agenda, the state of civil rights law, political strategies for minorities and women and affirmative action.

AFL-CIO blasts White House for sabotaging negotiations

The AFL-CIO, pushing a national grass-roots campaign to gain support for the Civil Rights Act of 1991, joined its civil rights allies in deploring the Bush administration's sabotage of talks between business and civil rights leaders on a possible compromise bill.

The business leaders called off the negotiations after pressure was exerted by top White House officials, prompting charges that the administration was more interested in manufacturing a political issue of racial quotas than in achieving just civil rights laws.

"The behavior of the White House on this very important and sensitive issue, at a time when the country needs pulling together, is deplorable," AFL-CIO Legislative Director Robert M. McGlotten said.

"Rather than showing leadership and working to achieve the unity necessary for us to be a strong nation, the Bush administration played on the fears that exist because of unemployment and the decay of the infrastructure of our inner cities," McGlotten said.

Ralph Neas, executive director of the Leadership Conference on Civil Rights, called the White House actions "reprehensible."

"There's no question, especially in light of recent events, that the White House does not want a strong civil rights bill enacted into law," Neas said. "What the White House wants is a political issue around which to demagogue."

House Speaker Thomas Foley (D-Wash.) and Majority Leader Richard Gephardt (D-Mo.) both telephoned Robert Allen, AT&T's chief executive officer, to urge him not to halt the talks, as did a representative of Senate Majority Leader George Mitchell (D-Maine.)

Allen has led discussions since last December by members of the Business Roundtable, which voted to seek middle ground on a civil rights bill.

AT&T spokesman Herb Linnen said Allen was hopeful that a compromise was still possible, though he had not agreed to resume negotiations.

The AFL-CIO pledged to continue its efforts to get an equitable civil rights bill. The grass-roots campaign focused on several key states, where state AFL-CIOs were intensifying efforts, Legislative Representative Jane O'Grady said.

The bill would clarify the intent of the law following several Supreme Court decisions that made it more difficult for individual workers to sue employers who discriminate in the workplace. The bill would allow women and the disabled to sue employers for damages for intentional job bias.

The bill has passed two committees and is tentatively scheduled to go to the House floor the week of April 29.

Unions plan to keep Acme buyout bid alive, just in case

By James B. Parks

A bid by eight Food and Commercial Workers locals in the Philadelphia area to buy out the Acme grocery chain will not be abandoned because the parent company pulled the chain off the market, union officials said.

"I don't believe this, by any means, to be an end...it marks the beginning of all kinds of negotiations," said Wendell W. Young III, president of UFCW Local 1776 and chairman of the multiunion committee that developed the employee stock ownership plan.

American Stores, Acme's parent company, announced it was taking the 270-store chain off the market, effectively ending the unions' $1 billion bid to buy the stores through an ESOP.

The ESOP proposal is still viable if American Stores decides in the future to sell the Acme chain.

The company will need more capital over the next three to five years, Young said. That's why the ESOP bid included a $250 million to $500 million capital investment plan, he said.

The ESOP experience left the locals convinced that unions need to be on top of issues like market share, financial analysis and marketing, Young said. "We have to know as much as the other side," he said.

"We should negotiate to put money back into the company, not just in our pocketbooks," Young said. And the union should let the stockholders know what the management's not doing, he said.

Employees of the Pennsylvania-based chain had proposed a "wage investment" to buy the supermarket chain. The employee buyout would have saved jobs and prevented an anti-union buyer from acquiring the company.

Under the proposal, the unions would have had seats on the Acme board. Although they would not have had majority control, they would have had a major impact, Young said.

Members of eight UFCW locals representing 22,000 of Acme's 25,000 employees would have bought 40 percent of the company from American Stores, based in Salt Lake City.

Freeman Spogli, a Los Angeles investment firm, along with its financial partners, lenders and Acme top management, would have bought the remaining 60 percent. Freeman Spogli has purchased other grocery chains.

Under the proposal, the employees would have given up their raises for three years and used the money to purchase the stock. The unions' contracts would have been extended five years from the date of the sale, and the workers would have received raises in the fourth and fifth years, which would be doubled.

The current contracts would have remained in effect except for new caps on health and welfare benefits and employee participation in the ESOP.

Health and welfare benefit contributions would have been capped at 11 percent in each of the first two years, 12 percent in the third year and 13 percent in each of the last two years.

The proposal would have put three employees on the seven-member board of directors and given the locals 90 days' notice of any plans to sell or close stores.

It also called for a $3 million fund to aid workers who are laid off.

The plan also gave the locals veto power over the sale of the company for three years and guaranteed that employees would have the first opportunity to buy out Freeman Spogli.

Young's co-chairs on the Acme multiunion strategy committee that drafted the plan were Leo Cinaglia of UFCW Local 56 and Tom Russow of Local 27. Other UFCW locals represented on the committee were Locals 72, 1360, 1358, and 1245.

UFCW Local 1 joined the ESOP after it was drafted.

FOCUS

Talking union comes easy to Institute grad

By Candice Johnson

Bob Gorman traded his calm, predictable life as a union electrician in Seattle for hectic 14-hour days, endless trips crisscrossing the country and weeks spent away from his family. But he wouldn't have it any other way.

Union organizing is in his blood, he says, and all the hardship and stress that goes with his job as a Steelworkers organizer is worth it.

After a six-month apprenticeship with the AFL-CIO Organizing Institute, Gorman went to work for the USWA last year. Between the two jobs, he has traveled to nearly every region of the country — from Salt Lake City to Troy, Ala., from Delevan, Wis., to Albuquerque, N.M.

Dan Olah

Bob Gorman, right, is organizing for the Steelworkers since graduating from the Organizing Institute. Here he talks union with railroad shop craft workers at Burlington and Northern's Interbay roundhouse in Seattle.

Learning from people

The institute's apprenticeship program was "some of the most valuable time I've spent. It isn't book learning, it's the rough-and-tumble stuff," Gorman said.

Each campaign and assignment taught him something about organizing, whether it was honing his techniques or finding out more about human nature. He learned something in every campaign, whether or not the union won.

But he was most impressed with the people he helped organize. "I've met such wonderful people traveling the country, people willing to put a lot on the line to get themselves a union," he said.

"Even though I'd been in the labor movement since I was 18, in two different countries, the things I learned were . . . tremendous," said Gorman, who is a native of Scotland. "You realize how much there is to do when you see other unions and organizers in action, and in different parts of the country."

A drive to organize

A member of the Electrical Workers for 16 years and chief steward for six (he still holds that union card), Gorman worked at his Seattle local for a few years as a business representative and organizer. But even after returning to the shipyards as an electrician and working through the hiring hall, Gorman knew that "all he wanted to do was organize."

The intensity of the institute's program, however, came as a surprise. "I got to the three-day class and was flabbergasted, because I really had no idea that they expected us to go through the months of internship and apprenticeship."

On his first day, Gorman told Institute Executive Director Richard Bensinger that "I was only there for three days — I had a family and needed to go back home." But by the end of the session, he was sold.

"I was so impressed with the people, because the program is run by organizers. It turned me on, it made me excited, it made me realize I had a chance to learn new things. I did a quick change around."

The three-day session challenged him. "We were asked: here's a campaign, what would you do in this situation?" Gorman recalled. He also noted that institute instructors are "people who've actually been in the trenches and knocked on doors before and that impressed me."

Bensinger said the institute has expanded its recruiting program, to draw not only more union members, but black, Hispanic and Asian candidates as well. Some participants are sponsored by a union, which offers a job when the organizer graduates.

Personal sacrifice

His commitment to organizing carries a high personal price and causes hardships, Gorman said. The decision to join the institute, knowing he would be away from home for long periods of time, "took of lot of soul-searching by my wife and me. I have an 8-year-old son who I would like to see every day, and I can't. But I feel so strongly that we need to organize and my wife understands that."

Gorman joined the institute program in March 1990 and graduated about six months later, working on campaigns for several different unions. He now works for the USWA, which sponsored him in the program. Since then, "I've been doing a lot of surveys, basically going and knocking on people's doors and finding out if they're interested in the union," in addition to work on organizing campaigns and other USWA projects.

As a longtime union member — and one with some prior organizing experience before joining the institute — Gorman, 38, was given more responsibility during his apprenticeship than were most of the other participants, who had little or no union background.

One of his last apprenticeship assignments was a hospital organizing campaign in Scottsdale, Ariz., where the United Nurses Association of California, an AFSCME affiliate, was working to organize a large unit of medical care professionals. It was a different sort of campaign for someone used to industrial organizing.

"There was a lot of legal wrangling, the kind that happens in every hospital campaign, and this was probably more complicated than most," he said. Gorman's experience came before the unanimous April 23 Supreme Court ruling upholding the NLRB ruling on unit determination for union elections in private hospitals.

"I met some great people, and on this campaign, one of the organizers said something I'll never forget as long as I live — that in this job you meet the cream of America.

"But, of course, you also meet the dregs of humanity in this job, in some of the consultants and anti-union people," he added.

Another assignment took Gorman to Troy, Ala., where, working with the Clothing and Textile Workers, he helped set up a rally supporting a group of ACTWU members who had been struggling to gain a contract for two years.

In tiny Troy, with a population of just over 12,000, Gorman's assignment was advance work, so common to political campaigns, to help fill a 1,200-seat auditorium for ACTWU rally. "With about two weeks to go, we distributed leaflets at shopping malls, community centers, in communities all over the area," he recalled

Going door to door

Workers from the plant — mostly black women — went door to door, to every community around Troy to tell people of the rally and of their fight for a contract. The AFL-CIO's labor and religion coordinator, Michael Szpak, worked with local churches, and the rally was a tremendous success. The auditorium was filled.

A Steelworkers campaign in Delevan, Wis., was "another good campaign for learning," even though the organizing drive was not successful. "It was a well-run campaign, and I learned a tremendous amount."

Each campaign has its own identity, its own plan. On the Delevan campaign, a typical day would start with an early morning meeting, a kind of "debriefing," to talk about what happened the day before, how the house calls progressed and how committed workers were to the campaign, Gorman said.

Then there might be fliers or mailings to prepare, or a response to some employer tactic. "You're always talking about what to do next, you're always thinking ahead."

House calling would begin around noon, with organizers finally stopping about 9 p.m. "Then you'd come in, eat and talk about what happened during the day," he said.

"Being away from home, all your time is concentrated on the campaign. You don't have time to go home and worry about cutting the grass — although maybe you should be. Instead, you're constantly thinking about the campaign. The majority of your day is spent knocking on people's doors."

People are receptive

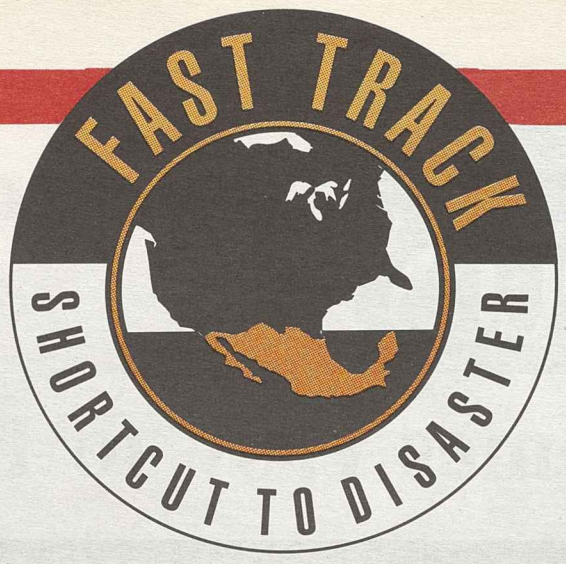
Surprisingly, Gorman found that most people are willing to talk when the union organizer calls. Organizers often hear that "you can't make house calls," because people just won't open the door, but that's usually not the case.

"Sometimes you get the people who are anti-everything, but for the most part, people will talk to you." After hundreds and hundreds of house calls, "I've only been thrown off one porch."

Gorman completed his apprenticeship during a "bruising" ACTWU campaign in Missouri. An active anti-union committee raised the fear of plant closings and blamed the union for everything it possibly could, he recalled. "Again I learned an incredible amount, but I hope I don't have another one like that soon," he added.

Gorman had high praise for the ACTWU organizing staff, noting that the union cares about a potential organizer's ability and also about the individual organizer's development of skills and work habits.

"You must be willing to make house calls from noon until 9 p.m., to get in those extra hours, to get that bit to push you over the hill to win. Campaigns are difficult to win; sometimes it takes that bit of extra effort."



The AFL-CIO is making its case in every forum on trade negotiations with Mexico: Congress should reject fast-track . . . it's a shortcut to disaster.

MYTH: A free-trade agreement "will unite 360 million people into the world's largest market with output of $6 trillion."

FACT: While the historic strength of the U.S. economy has led to a high standard of living fueled by the buying power of the U.S. worker-consumer, only about 10 million people are able to buy much of anything in Mexico. The extreme poverty of the other 75 million means they are merely trying to survive — to provide themselves and their families with food and shelter. The promise of a free-trade agreement is a further erosion of U.S. buying power as more jobs are exported while Mexican wages remain under $1 an hour, as has occurred in the maquiladora "Twin Plant" program. This destruction of one market without building an alternative in the other is to exploit the work force in both countries.

MYTH: "Since Mexico began opening its markets in 1986, U.S. exports have more than doubled and our trade deficit with Mexico has shrunk by 65 percent . . ."

FACT: A massive devaluation of the Mexico peso did improve the U.S. trade status with Mexico, but the fact remains that the United States has a continuing trade deficit with Mexico because imports from Mexico have increased 59 percent since 1985, reaching $30.2 billion in 1990.

MYTH: The free-trade agreement "will lower or eliminate Mexico's barriers, increasing opportunities for U.S. firms to export goods and create jobs."

FACT: The extreme poverty of the majority of Mexican citizens casts doubt on future purchases, unless buying power is increased substantially — and that was promised but didn't happen in the maquiladora process, the "mini-free trade agreement" for the U.S.-Mexico border. The experience was just the opposite: wages for the border plant workers are LOWER than the average hourly earning for the rest of Mexico. Mexico previously loosened its historic strict trade rules and it's likely that the buying binge by Mexico's small middle class — about 10 percent of its 85 million population — has already met pent-up demand for foreign-made consumer goods.

MYTH: "Denial of fast-track authority would send the wrong message to the Mexican people."

FACT: Economic development in Mexico is indeed a worthy goal. But the use of "fast track" seriously limits both public and congressional involvement in discussions with Mexico, dilutes the lawmaking authority of the Congress. The relationship between the United States and Mexico is too important to be addressed in "fast-track" fasion. The trade proposal has far-reaching consequences for the two countries, and particularly for the workers of both countries.

MYTH: "The free-trade agreement would stem the flow of illegal immigration from Mexico into the United States."

FACT: Certainly the creation of good jobs at wages that provide food, housing and a decent standard of living would encourage people to stay in their communities. Jobs at less than $1 an hour, however, can only be expected to make jobs on the U.S. side of the border and the U.S. standard of living more attractive. Immigration into the United States did not decline during the recent years of rapid expansion of the maquiladora program. Quite the contrary, Mexico will be seeking, as it has in the Uruguay round of multilateral trade talks, to have easier access for its population to enter the U.S. market on a "temporary" basis in order to work in the service trades, since services will certainly be part of the negotiations.

MYTH: "Adjustments (for U.S. workers) will be phased in over a long transition and can be addressed through the safeguards in a $527 million Economic Dislocation and Worker Adjustment Assistance Act."

FACT: The broken promises to American workers in the Trade Adjustment Assistance (TAA) program, which has no funding whatsoever in the Bush administration's current budget proposal, points up the hollowness of such a promise. And workers can't look to the Job Training Partnership Act; that program's budget has been halved by the Bush administration.

MYTH: "The U.S.-Mexico trade agreement will increase U.S. industry's competitiveness and raise workers' incomes."

FACT: Productivity gains — achieved through a well-trained, efficient work force — are what increases industry competitiveness in this country. American workers are still the most productive in the world. Multinational companies are seeking to improve competitiveness by reliance on cheap wages, not improvements in production. And the government's own International Trade Commission report says unskilled U.S. workers will suffer a "slight" decline in real income. "Unskilled workers" are understood to mean persons with a high-school education or less — about 70 percent of the U.S. work force. That leaves the richest one-third of Americans — and shareholders of financial interests — to benefit from the agreement; the bottom two-thirds of the work force will be hurt.

MYTH: Free trade produces jobs and higher incomes for all parties.

FACT: Economists know that's only true in textbooks, and when certain assumptions — like full employment, no international investment and other factors — are in place. That's not the case in the U.S. and Mexico arrangement. With a deepening recession, and unemployment at 6.8 percent, we are farther than ever from full employment. The heart of the agreement is to encourage the further investment of U.S. capital in Mexico. The maquiladora program began 20 years ago, promising that an equal number of jobs would be created for workers on both sides of the border. Now, the Mexican maquiladora work force has mushroomed from 19,000 to 500,000 low-paying jobs, while hundreds of thousands of well-paid U.S. factory workers have lost their jobs.

MYTH: Those jobs would
way; companies
overseas.

FACT: Actually, no. Wages
countries in Asia alre
higher — an average $3.57 per h
$3.53 in Taiwan and $3.09 in Sin
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runaways. And nations like Kore
still control their domestic markets
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fering government subsidies. M
can't sell many goods there; the ma
is the United States, and that's w
a free hand in Mexico. There a
Japanese production sites in the
with 50 more in the planning stag
access to the U.S. market.

MYTH: But that expansion
will benefit consu

FACT: The unemployed
used to build Ho
cleaners or Zenith appliances be
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MYTH: The trade agreem
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FACT: A nice thought, but
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regulations need not be observed,
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Maquiladora model shows bankruptcy of U.S.-Mexico free trade p

Continued from Page 1

In testimony to congressional panels, union witnesses noted that some 1,900 maquiladora operations employ about 500,000 workers. At the same time, hundreds of thousands of U.S. workers — including employees of Zenith, Westinghouse, General Electric, Electrolux, Trico, AT&T, General Motors, Ford and Chrysler — have seen their job opportunities vanish in their home states and suddenly appear in Mexico.

At House hearings, President William H. Bywater of the Electronic Workers told the Small Business Committee that "the stakes are simply too high for this agreement to be subject to a congressional 'gag order.' " Too many IUE members have lost their jobs because of the exodus of U.S. firms to Mexico, he said.

President Jack Sheinkman of the Clothing and Textile Workers challenged the administration's insistence on the need for the fast-track procedure. He pointed out in testimony to the Senate Finance Committee that the United States has negotiated a number of trade agreements without the "benefit" of fast track.

"If the agreement is in the nation's best interest, the administration should be able to demonstrate this simply on its merits," Sheinkman said. "Congress needs to retain the fundamental Constitutional right to ask for changes if one or several parts are thought to be especially harmful."

AFL-CIO chief economist Rudy Oswald advised the U.S. International Trade Commision of a 564-page list of American-owned companies that now have maquiladora operations in Mexico.

In the electronics industry alone, Oswald observed, the United States lost 440,000 jobs in the last two years while 50 percent of the maquiladora employment is in this sector — much of the expansion coming in recent years. And U.S. auto workers lost 140,000 jobs since March 1989, during which time Mexico's auto parts industry has picked up to represent about 25 percent of all maquiladora employment.

Real people and real communities are affected by the industrial shift, Oswald pointed out. He cited these examples:

- Dale Electronics, which had been producing computer components in El Paso, Texas, permanently laid off 400 workers and moved to Juarez, Mexico.
- Rheem Manufacturing, a water heater maker, permanently laid off 1,100 workers in Chicago and moved production operations to Piedras Negras, Mexico.
- Williamson-Dickie, which manufactures uniforms, laid off 100 workers in Vernon, Texas, and now has a shop in Piedras Negras that employs 800 workers who earn as little as $27 a week.
- Eureka, a manufacturer of vacuum cleaners, has been transferring production from Bloomington, Ill., where workers earn $11 an hour, to Juarez, where wages average just $32 a week.

Hearings before a Senate Labor and Human Resources subcommittee focused on hazardous working conditions in maquiladoras near the U.S. border. Witnesses told subcommittee Chairman Howard M. Metzenbaum (D-Ohio) they feared such conditions would spread throughout Mexico under the proposed agreement.

One witness, Elizabeth Macias of Juarez, fought back tears as she described how her 16-year-old son, Julio Cesar, had been killed last October. It was his first week on the job.

He was hired as a production operator for 46 cents an hour at a Ford glass plant, but he died before he could collect his first paycheck. Mrs. Macias said her son had planned to spend a part of his earnings "to buy himself some shoes, and another part to help with family expenses. He was never able to carry out that plan, since two days later . . . a revolving belt dragged him into a factory grinder."

"My son didn't return alive from there. Nobody knows how it was that he
Julio Cesar . . . It was only possibl
his comrades found him 15 minu
he had been trapped in the grinder
arm, thorax and head destroyed.

Company management offered
life insurance claim, Macias said

She also told the panel about a
month when a tanker truck from th
quiladora sprayed a group of Juar
a bus stop with sulfuric acid. One
hospitalized from the chemical b

Metzenbaum was appalled. "If
agreement is at all based on the
model, and will simply expand th
conditions throughout Mexico, th
tance of this agreement would be
of immoral," he said.

In reviewing the testimony of ot
Metzenbaum noted that more than
Mexicans, some as young as 12
working for companies that dump
in open canals. Families live in car
with no running water or sewag

He wants the administration "t
it plans to cope with economic d
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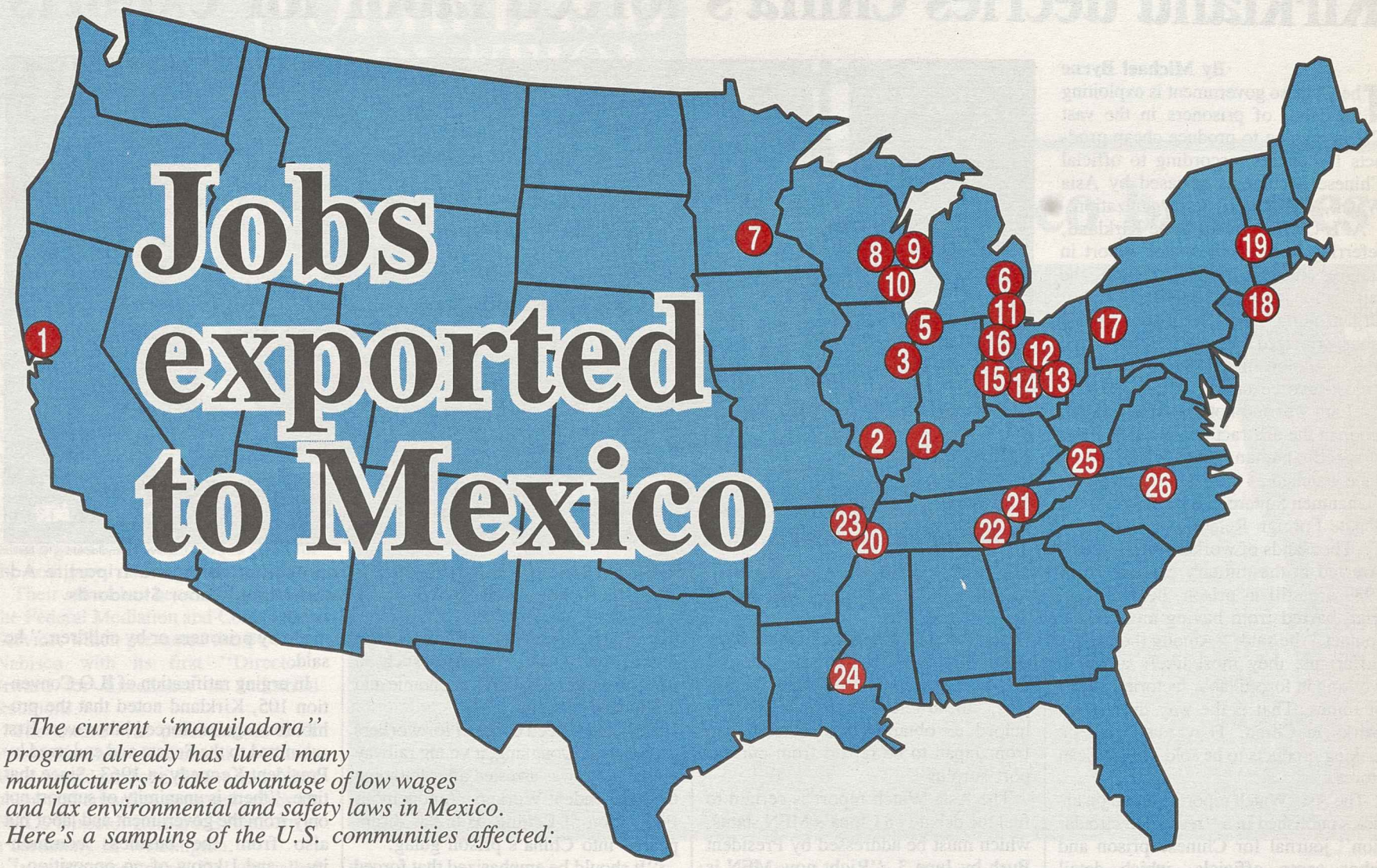
Jobs exported to Mexico



The current "maquiladora" program already has lured many manufacturers to take advantage of low wages and lax environmental and safety laws in Mexico. Here's a sampling of the U.S. communities affected:

1 Watsonville, Calif. — Since 1983, approximately 1,000 workers, mostly Hispanic women, have lost their food processing jobs paying $7.56 to $12 an hour as Green Giant has transferred the work to Gigante Verde, S.A. de C.V., in Irapuato, Guanajuato. There, 1,199 employees were earning $3.76 per day in March 1991, packaging food irrigated with water from an incredibly polluted stream carrying human waste and blood from a slaughterhouse upstream.

2 Troy, Ill. — There were 220 workers who made $7.50 an hour at Basler Electronics before that entire magnetics assembly operation was relocated to plants in Reynosa and Matamoros.

3 Kankakee, Ill. — Employees at A.O. Smith's plant made hot water heaters until 60 working employees and another 250 on layoff lost their jobs when the plant closed in February 1988, three years after Smith opened a maquiladora, Productos de Agua, S.A. de C.V., in Juarez, Chihuahua.

4 Evansville, Ind. — Zenith closed two plants here in 1986, wiping out the jobs of 1,400 workers paid between $6 and $7 per hour. Zenith now operates seven maquiladoras plants with more than 17,000 workers making television and electronic components.

5 Reading, Mich. — Wagner Industries, owned by Essex Wire/United Technologies, closed its auto wire harnesses plant and laid off its last 63 U.S. employees in October of 1979. By 1988, nine plants in Mexico owned by United Technologies had more than 4,500 employees making auto wire harnesses.

6 Utica, Mich. — The Ford Motor Co. has been moving seat cover sewing jobs from this plant to Juarez, Mexico, for almost a decade and is expected to close out the last sewing job in late 1991.

7 Mound, Minn. — Toy manufacturer Tonka Corp. closed its plant in March 1984, with a final loss of 29 jobs. Tonka has 150 employees at Ertl de Mexico, S.A. de C.V., in Tijuana, Baja California Norte, and 900 employees in three shifts at Jugetrenes, S.A. de C.V., in Baja California Norte.

8 Milwaukee — Over a five-month period beginning in September 1988, 140 jobs were sent to Mexico by Allen-Bradley Manufacturing, a part of Rockwell International, whose maquiladoras — Tecate Electromecanica, S.A., in Baja California Norte, and Allen-Bradley Electronica, S.A. de C.V., in Juarez, Chihuahua — make similar components.

9 Milwaukee — Johnson Controls laid off 200 people after establishing a maquiladora, Controles Reynosa, S.A. de C.V., in 1982 to make similar heat devices in Reynosa, Tamaulipas, where 249 were employed in 1988.

10 Milwaukee — The auto locks-and-keys manufacturing arm of Briggs & Stratton Technologies has sent at least 600 of 7,000 jobs paying $12 an hour to Mexico, beginning in 1989. The Mexican plant, with average wages of about $5 a day, is Tecnologia Briggs y Stratton, S.A. de C.V., in Juarez, Chihuahua.

11 Toledo, Ohio — Starting in 1975, Libby-Owens-Ford Glass Co. has cut back what was once a 5,000-person plant manufacturing car windshields and flat glass, until only 700 jobs haven't gone to Mexico; another cutback of 300 is expected this year.

12 Warren, Ohio — General Motors' Packard Electric division lost 5,000 jobs over recent years. In 1974, GM began building three plants in Juarez. By 1975, the Mexican plants employed 7,000. Today GM has 24 manufacturing plants in Mexico, with 11,100 work stations and 23,700 workers. The Warren plant has shrunk from 13,000 jobs in 1973 to 8,200.

13 Galion, Ohio — ITT closed its plant manufacturing power elements for telephones in April 1990, ending the jobs of 65 working employees and 50 on layoff. ITT Power has a maquiladora in Nogales, Sonora.

14 North Canton, Ohio — Over the past six years, workers at Maytag Corp.'s Hoover subsidiary have lost their jobs as the manufacture of Maytag's floor care machines has been transferred to Mexico, eliminating the jobs of 200 employees making $12 to $13 an hour. The company also has laid off another 200 workers in the past year.

15 Lancaster, Ohio — Hordes Brothers, an auto glass manufacturer, will close its plant next year. The company is to relocate manufacturing operations to Mexico in 1992.

16 Bellefontaine, Ohio — In 1986, Westinghouse moved electric motor manufacturing from this plant, leaving 400 people without jobs. Westinghouse's Manufactura de Bobinas Industriales in Juarez employs 369 people earning less than $1 an hour.

17 Beaver, Pa. — A year after the Bellefontaine move, 30 Westinghouse workers lost their jobs making safety switches, as those jobs moved to Mexico.

18 Brooklyn, N.Y. — Parker Hannifan closed its Ideal Clamp plant in 1986, putting 300 persons out of work. The Auto Industrial de Partes in Matamoros employs 244 people making automatic turn indicators, flasher systems and clamps.

19 Pittsfield, Mass. — In the latest wave of layoffs at a General Electric plant that produces wiring for Aegis Director missile systems, 60 workers lost their jobs. Those workers, who made $12 an hour, are only a few of the U.S. workers displaced in GE's shift to its 11 maquiladora plants, where more than 7,000 people earn less than $1 an hour. The employment at the Pittsfield plant has dropped from 15,000 in 1976 to just under 1,000.

20 Memphis, Tenn. — GE also moved its Memphis automobile light production jobs to Mexico in 1989, displacing 44 women making between $10 and $17 an hour. The company announced more jobs will be moved this year. Aparatos Electricos de Acuna, in Acuna, opened in 1980 and employs 150 making wiring devices.

21 Jefferson City, Tenn. — North American Phillips closed its consumer products plant here in 1982, after shifting production of the Odyssey video game to Mexico. Of the 1,900 employees at the plant, 950 were laid off, 800 jobs were shifted to Mexico and 150 relocated in the United States. The company, which paid $5.40 an hour to its U.S. workers, pays its Mexican workers 65 cents an hour.

22 Knoxville, Tenn. — TRW Carr Division closed its electronic auto parts plant in 1990, with a loss of more than 300 jobs paying $9 an hour to a largely female work force. About half of those jobs turned up at a maquiladora in Reynosa, Mexico.

23 Blytheville, Ark. — Approximately 600 employees at Magnatek's Universal Manufacturing, who made $7.50 an hour, were laid off after the company moved their jobs making fluorescent ballasts to Magnatek Matamoros, which opened in 1988 with 300 workers making 60 to 70 cents an hour. The other 400 employees at the Blytheville Plant were forced to take pay cuts of $1.50 to $2 an hour to keep their jobs.

24 Mendenhall, Miss. — Another 600 workers were let go at Magnatek's Mendenhall plant, and another 150 to 200 workers were placed on temporary layoff while their jobs were exported to Mexico. Magnatek has four other maquiladora facilities making hydroelectric generator coils, fiberglass insulation tape, automotive trim and seat covers, as well as electric motors.

25 Radford, Va. — Approximately 2,400 employees earning $9 an hour at the AT&T plant lost their jobs during a phased shutdown that ended in December 1990. Those jobs were exported to the AT&T Microelectronica de Mexico plant in Matamoros, which opened in 1987 with 650 workers. AT&T now has two plants in Matamoros employing 6,500 workers earning about 90 cents an hour, and plans to build a third.

26 Durham, N.C. — NCA/Burlington, a subsidiary of Alphabet, Inc., closed its plant here in 1987 and moved the jobs of 150 employees to Mexico.

Kirkland decries China's forced labor for exports

By Michael Byrne

The Chinese government is exploiting the labor of prisoners in the vast Chinese gulag to produce cheap products for export, according to official Chinese documents released by Asia Watch, a human rights organization.

AFL-CIO President Lane Kirkland, referring to the Asia Watch report in congressional testimony urging the ratification of the International Labor Organization convention on forced labor, criticized the current political and trade relationship that grants China "most-favored-nation" trading status.

"I am worried not just about forced labor in the abstract but about the fate of specific human beings whom we all once watched as they demonstrated on Tiananmen Square," Kirkland told the Senate Foreign Relations Committee.

"Thousands of workers and students arrested in the military crackdown of 1989 are still in prison, held without trial, barred from having any outside contact," he said. "Among their other sufferings, they most likely are now working in forced labor factories, farms or mines. That is the way the system works in China. They may even be making products to be sold in American stores."

Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland testifies before a Senate hearing on forced labor. Also testifying was Ed Hickey, the federation's representative on the Tripartite Advisory Panel on International Labor Standards.

The Asia Watch report is based on articles published in a "restricted circulation" journal for Chinese prison and labor camp officials, which detail China's policy of using forced prison labor to produce goods for export to the West — particularly to the United States, Germany and Japan. China has denied exporting prison-made products.

In one example cited by the report, an article describes how a prison production unit called the New Life Cotton Cloth Mill of Nantong County, Jiangsu Province, has exported 8.52 million pieces of knit underwear, 10.37 million meters of cotton cloth and 85 tons of knit grey over a six-year period.

"Since 1987, when production and export became integrated, the export authorities have energetically helped our mill develop into a base for export," the article noted. "In 1988, they helped us obtain a low-interest loan from Japan to be repaid from our export surplus."

The Asia Watch report is certain to fuel the debate on China's MFN status, which must be addressed by President Bush by June 3. "Right now MFN is conditioned only on emigration standards, but if China is restricting emigration, intensifying repression and using forced labor in its prisons, it should be disqualified from receiving MFN," said Sidney Jones, executive director of Asia Watch.

Kirkland pointed out to the Senate committee that the AFL-CIO last October published a brochure detailing forced labor in China. He quoted the author, Wu Hongda, who wrote:

"Never before has there been a nation with a prison system so extensive that it pervades all aspects of national production, . . . and composes such an integral part of a nation's economic and production system."

Kirkland voiced concern for workers such as Han Dongfang, a young railway worker who was arrested after founding the independent Workers' Autonomous Federation of Beijing. Han has disappeared into China's prison gulag.

"It should be emphasized that forced labor is not the only gross human rights violation committed in the course of China's export production," Kirkland said. "Of course, genuine trade unions are outlawed. Furthermore, a huge expansion of full-time factory employment of school-age children in China is now occurring in the coastal provinces where export production is concentrated.

"In fact, forced labor and child labor are so common in export production that almost anything you touch with a 'made in China' label could have been made by prisoners or by children," he said.

In urging ratification of ILO Convention 105, Kirkland noted that the prohibitions against forced labor were first submitted to the Senate and endorsed by President Kennedy in 1963. Since that time, "there is unanimity of support not only from the government and labor but also from the business community . . . and I know of no opposition."

The convention on forced labor has been ratified by 107 nations. The United States stands with the Soviet Union and China in not ratifying the convention. The United States has ratified only eight of the 168 ILO Conventions.

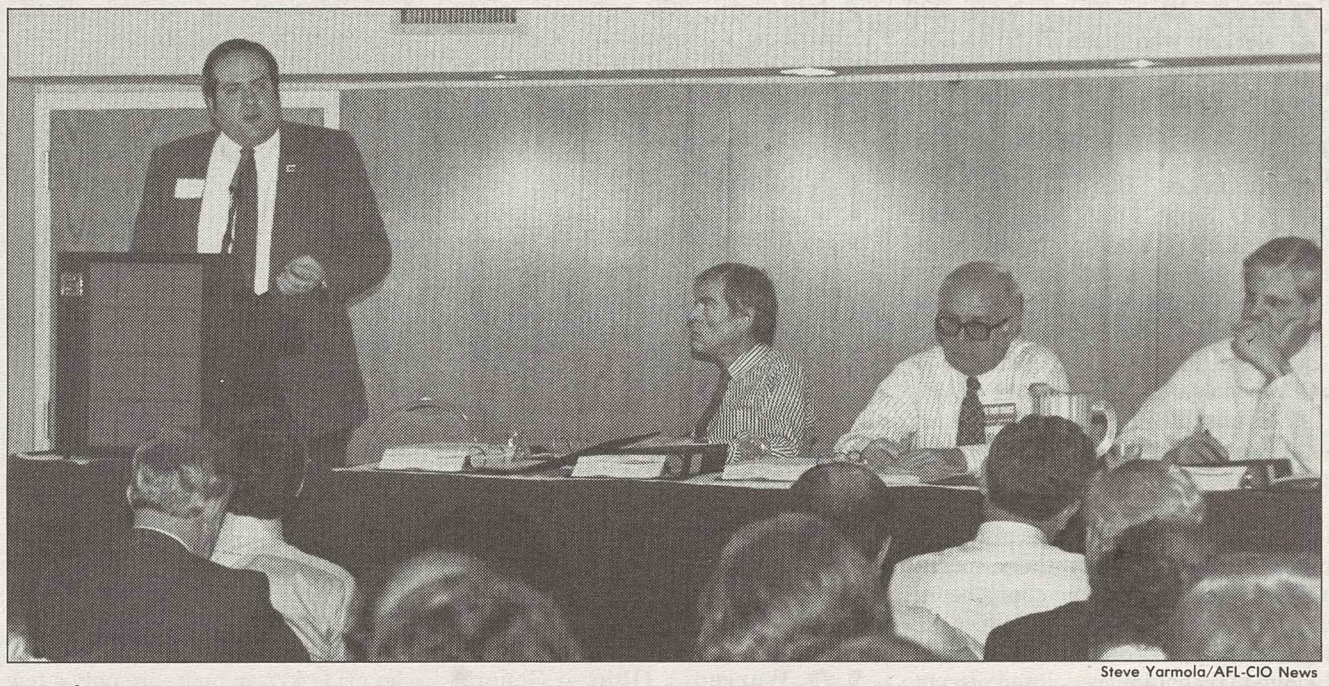
"Convention 105, with its prohibitions against forced labor, is a key convention in the ILO's arsenal of protection of fundamental worker rights and one of the most important steps it has taken in its continuing quest for 'peace through social justice,' " Kirkland said.

Multinational corporations pose troubles

When Carrefour, a union company in France, decided the set up a massive "hypermarket" in Philadelphia, it figured to strongarm the Food and Commercial Workers out of the picture.

By keeping out the union, the company figured to use a "predator pricing" strategy to undercut the Philadelphia competition with its enormous marketplace that sells a variety of goods, ranging from clothing to appliances and groceries, and features as many as 100 cashiers.

But Carrefour did not figure on the UFCW's vigorous corporate campaign nor the ability of the union to reach across the Atlantic for support, focusing labor's international solidarity on forcing the company to recognize and to talk with the union.



Steve Yarmola/AFL-CIO News

Jim Baker, the AFL-CIO's international representative, tells a federation conference on confronting multinational corporations that International Trade Secretariats promise international solidarity. Also speaking were Tom Kahn, director of the International Affairs Department; Rudy Oswald, director of the Economic Research Department, and Joseph Shantz, director of the Organization and Field Services Department.

The Carrefour example is but one of a growing number of instances in recent years in which multinational corporations — even those with good relations with union workers in their home country — have sought to avoid unions when they set up shop in the United States, which they understand as the "American way."

The list of such foreign employers goes on: Sweden's Electrolux fought off the Steelworkers in Springfield, Tenn.; Japanese Air Lines skirted the Hotel Employees and Restaurant Employees in its hotel venture in Chicago and Denmark's ISS cleaning contractors battled the Service Employees janitors in Los Angeles's Century City.

These examples and many others were explored by approximately 100 trade unionists during the AFL-CIO Conference on Confronting Multinationals in Washington. Federation experts described how to develop strategies to counteract the anti-union tactics of these powerful supranational entities.

First and foremost, AFL-CIO International Representative James Baker told the gathering, is to involve the International Trade Secretariats, whose member unions are usually eager to assist once they understand the situations.

"We have to remember that unions in other countries have little concept of how labor relations work here," Baker explained. "Union-busting is often an alien concept to unions that have little trouble gaining recognition."

Baker urged constant and consistent contact with the ITSs and sister unions so as to "sensitize" them to the needs and concerns of American labor.

Among the conference speakers was Mark Anderson, the AFL-CIO foreign trade specialist who outlined how unions could file complaints under international codes of conduct. While these international rules carry no force of law, publicizing violations can be an effective weapon against image-conscious multinationals, he said.

WORKPLACE INNOVATION

Partnership sweetens work at Nabisco bakeries

By Candice Johnson

Relations between the Bakery, Confectionery and Tobacco Workers and Nabisco Inc. once were so rocky the parties couldn't agree on where to hold contract talks.

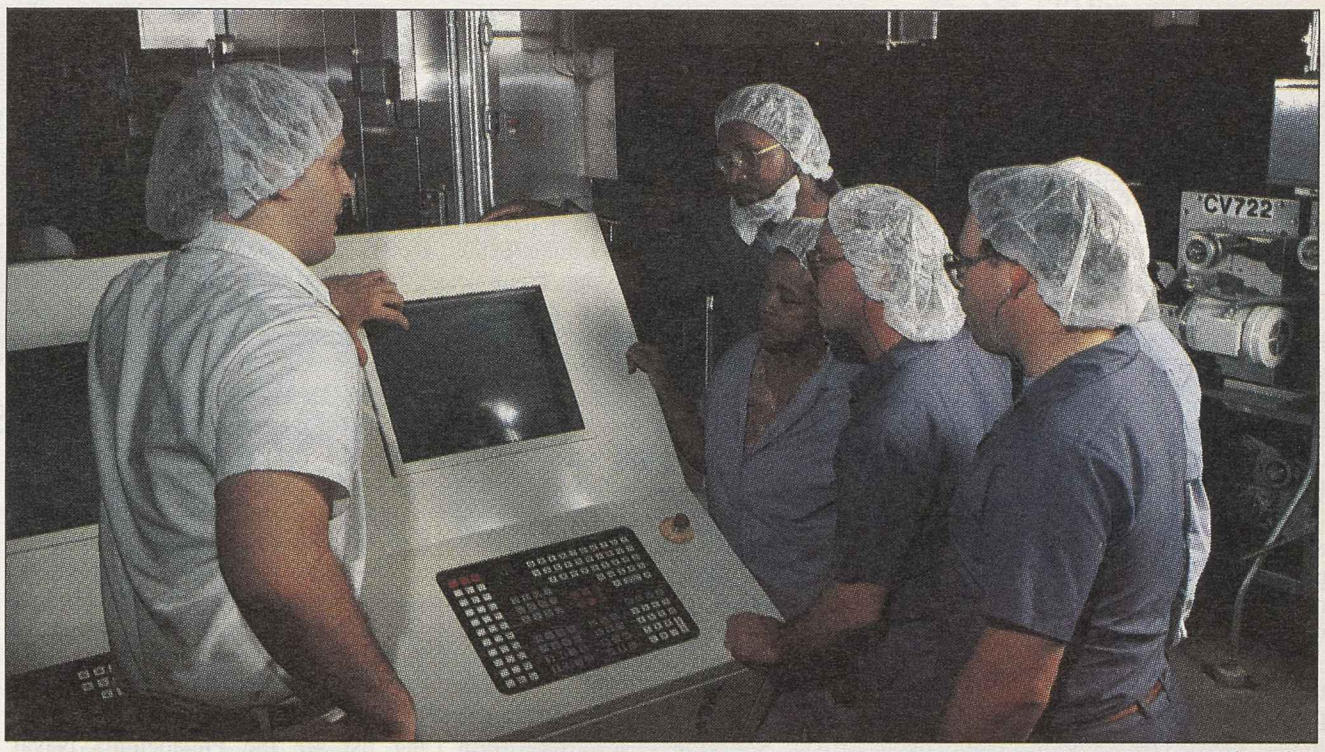
But times changed, and a new commitment by both sides to cooperate helped turn that often adversarial relationship into a working partnership.

And in looking for common ground, labor and management found that what's good for the workers is good for the company, and vice versa.

Their effort has been recognized by the Federal Mediation and Conciliation Service, which presented the BCT and Nabisco with its first "Director's Award for Excellence in Industrial Relations."

The award was presented to BCT President John DeConcini, Nabisco Vice President John Butler and other union and company representatives by FMCS Director Bernard E. DeLury at a ceremony in Washington.

In making the award, DeLury called the partnership "a vivid example of what management and labor can accomplish through cooperation, respect and a commitment to common goals."



Nabisco photo

BCT members are now working closely with Nabisco management since the company dropped its combative stance and entered into a cooperative partnership with the union. A reorganization brought new high-tech methods and computer equipment to bakeries and distribution facilities.

Changing times

A series of strikes in the 1960s, strained bargaining relations through the 1970s, and Nabisco's need to modernize its facilities prompted top union and company leaders to reassess their relationship.

The BCT also was concerned about the company's stability. In 1981, Nabisco merged with Standard Brands and in 1985 was taken over by R.J. Reynolds, an anti-union company. In 1988, Nabisco was taken over in a leveraged buyout by Kohlberg, Kravis, Roberts and Co.

DeConcini called the award a tribute to "each of our 130,000 members...showing their desire to learn and their ability to adapt to changing times."

For Nabisco, the advantages of cooperation became clear when it planned a major plant modernization program in 1987. It was then the company realized that the "we vs. them approach wouldn't work any more," said Nabisco's Butler.

"We recognized that production employees really were the people who affected productivity and quality. To improve, we had to give them the knowledge and training to understand decision options and the resources to accomplish what was required," he said.

But many union workers remained skeptical.

A slow process

"We had to convince workers at the local level that the company was sincere," recalled Patrick D'Angelo, a BCT vice president who headed the program. But once the company demonstrated that it was willing to change, workers' interest in the program grew.

Federal mediators played a key role in smoothing out the bumps along the way, DeConcini said.

The process began with the first of three national labor-management conferences in 1987. Later that year, a contract settlement included a $5 million jointly administered fund to help workers train for the computer and high-tech jobs the modernized bakeries would need.

A second national conference in 1988, arranged with the help of federal mediators, looked at local level union-management teams. At the third joint conference, held last year, the BCT and Nabisco were ready to sign a Participative Work Agreement, the first of its kind in the industry.

Working commitment

The agreement commits both sides to work together to assure both the success of Nabisco and the individual growth and well-being of the BCT workers.

It calls for the establishment of labor-management steering committees, at the plant and national levels, to develop employee involvement programs and head off potential problems. The agreement also added a review by the joint committee as the last step prior to arbitration of a dispute, a program that's been successful in reducing the number of arbitration cases, D'Angelo said.

Modernizing the production process required a shift to flexible production schedules, and a need for management to learn to share decision-making with workers, D'Angelo said. Responsibility for work assignments, scheduling, training and problem-solving were shifted to workers and managers on the bakery floor, instead of at the top of the organization.

The joint steering committees have been set up in each of the 12 bakeries and at distribution sites. Those committees, in turn, are establishing team design programs to streamline production processes, handle safety and health concerns, look at ergonomic work stations and solve problems in the plants.

Nabisco managers also began sharing information on finances and business operations with union representatives on a plant basis, as well as on the national level.

A voice for workers

In Pittsburgh, several joint committees have been formed to look at safety issues and quality concerns, to study ways to reduce breakage and control waste, and to review suggestions from workers on ways to improve production and save money, BCT Local 12 President Sam Papa said.

Before the cooperative partnership, Papa said, supervisors often thought workers should just do what they're told, and wouldn't give worker concerns a hearing.

"Now, it's not like that," he said. "Workers' ideas are considered, especially those about product quality. Everyone feels more a part of the process."

The Pittsburgh team has been working with the Three Rivers Area Labor Management Committee, which has helped to build trust and participation.

"The mistrust was built up over the years, and couldn't be eliminated overnight. But as workers begin to see results, to see that the company is listening to their ideas and implementing them, they come to believe there is something to it," Papa said.

The Pittsburgh bakery, where BCT members turn out Ritz Crackers and Chips Ahoy cookies, was slated to be shut down in 1982, after Nabisco was bought by Standard Brands. Then, Papa organized a community coalition to convince the company to keep the plant running

Safety and quality

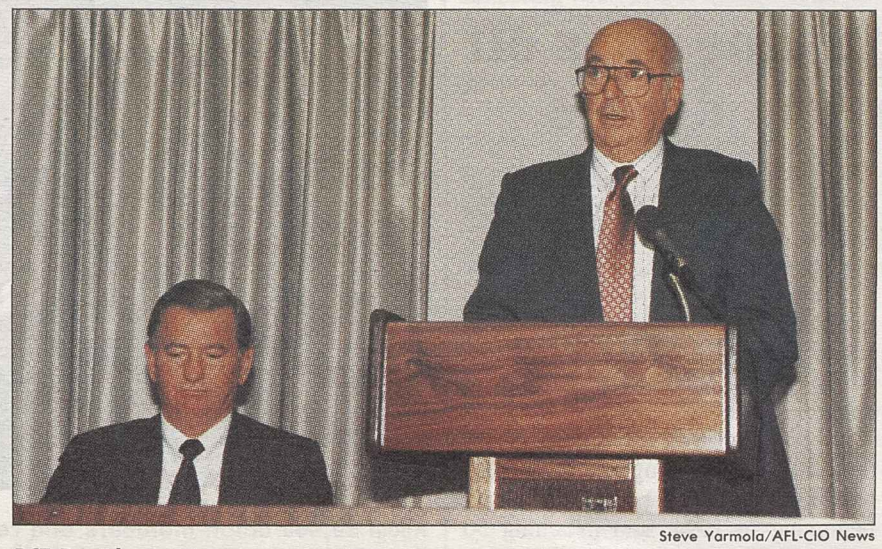
Today, the 500-person bakery has installed new equipment and production lines and has won several awards for safety and quality performance. The steering committee approach also has reduced grievances, Papa said.

"We've come through the years of turmoil," Papa said. "The company is as glad as we are that the plant was not closed. Things have really changed since the early 1980s."

Andrew Lashendock, who heads BCT Local 719 in Fairlawn, N.J., said a steering committee keeps the program going in the right direction.

At meetings attended by local union representatives, the plant manager and other company officials, "we air our views and work to resolve problems."

With 900 BCT members at the special bakery turning out the Oreos, Fig Newtons, Animal Crackers and other treats, the local and company officials are working to maintain the consistent production levels that lead to a stabilized workforce.



Steve Yarmola/AFL-CIO News

BCT President John DeConcini speaks at FMCS award ceremony. At left is Nabisco Vice President John Butler.

UNION NEWS

Unions call for action to ease pain of base closings

By John R. Oravec

With tens of thousands of federal and civilian employees facing permanent layoffs in the planned shutdown of military installations around the country, union leaders underlined the need for immediate steps to soften the impact on affected workers and their communities.

Some 55,000 Defense Department jobs would be eliminated or shifted by 1997 with the closing of 31 major bases and realigning of personnel at 28 other facilities, under recommendations by Defense Secretary Richard Cheney.

Government Employees President John N. Sturdivant, whose members will feel the brunt of the shutdowns, called on the White House and Congress "to set their sights on easing the difficult transition faced by federal workers" in the DOD reductions.

"These proposed base closings will be extremely disruptive not only to the lives of the civilian and military work forces, but also the economic vitality of each surrounding community," Sturdivant said.

He outlined the need for measures to assist the affected workers with retraining placement programs, early retirement incentives, supplemental severance pay, relocation expenses and continuing health care coverage.

President Al Bilik of the AFL-CIO Public Employee Department called on Cheney to release $200 million appropriated by Congress last year to assist workers and communities affected by cuts in defense procurement and bases.

Pentagon holding funds

Bilik noted that the Pentagon has not released to the Labor Department $150 million for its Job Partnership Training Act program, which assists displaced defense workers to learn new skills and find jobs.

The remaining $50 million that the Pentagon is sequestering was designated for the Commerce Department to help communities with such efforts as converting closed military bases into industrial parks, Bilik added.

It was the intent of Congress in appropriating the funds, he said, the labor and management work together with community representatives to ease the transition with new skills training and job programs.

PED Secretary-Treasurer John Leyden urged Congress to shape follow-up legislation to deal with the impact of layoffs, including extended unemployment insurance benefits for the displaced workers.

A labor-backed measure has been introduce in the House by Rep. Paul E. Kanjorski (D-Pa.) that would give federal workers a minimum of 60 days' advance notice before layoff in reduction-of-force situations. Current law provides for a 30-day RIF notice.

While Cheney does not have the final word on the closings, the size of the Pentagon rollbacks is fairly certain with the winding down of the Cold War and easing of hostilities in the Middle East.

The shutdown plan now goes to the Defense Base Closure and Realignment Commission for further review and action. It then must be approved by President Bush and Congress before taking effect.

On the Pentagon's chopping block are seven Army posts, nine Navy installations, 14 Air Force bases and one Marine Corps station. In addition to the 31 major shutdowns, Cheney will ask the commission to close 12 minor installations and reduce or realign forces at 28 others. A total of 70,000 civilian and military positions would be involved.

One of the hardest blows for skilled federal employees on the proposed closing list are the Philadelphia Naval Shipyard and the Philadelphia Naval Station, which employ more than 8,900 civilian workers.

Metal Trades Department President Paul J. Burnsky said the proposed closings in Philadelphia would not only hurt the thousands of highly skilled crafts members of MTD affiliates, but would be devasting to the Navy's overall ship maintenance program.

He pointed out that Philadelphia is the only East Coast facility capable of handling a wide range of aircraft carrier servicing, along with its specialized propeller-making operation.

It would be costly to the Navy to replace these skilled workers, Burnsky warned.

California hard hit

Eleven installations in California are slated to close for a combined loss of 19,000 military and 7,800 civilian positions. Included on the hit list is Fort Ord near Monterey, where cutbacks and relocations would affect 13,600 military personnel and 2,800 civilian workers.

Indiana would lose more than 8,000 military and civilian jobs with the closings of Fort Benjamin Harrison and Grissom Air Force Base. Another 7,000 military and civilian positions are at stake in Arkansas with the threatened closings of Eaker Air Force Base and Fort Chafee.

Leyden said regional training conferences for displaced federal workers would resume in coming months under the cosponsorship of the PED, the AFL-CIO Human Resources Development Institute, Metal Trades Department and the Labor Department.

A series of joint assistance and retraining workshops were conducted in January near federal installations in Los Angeles, Atlanta and Tampa, Fla.

Union Privilege drops rate on MasterCard a 2nd time

For the second time in 1991, the annual percentage rate for the Union Privilege MasterCard has been lowered.

As of April 15, the rate is 13.88 percent. The average credit card interest rate is close to 19 percent.

"The reason our rate continues to go down is simple," said David Silberman, Union Privilege president. "When the cost of funds drop, banks reap the savings — not the credit card holders. We pass the savings along to union members."

The interest rate for the "grace period" union MasterCard also has been cut, from 17 percent to 16.13 percent. That card, unlike the "true" union MasterCard, offers a 25-day grace period on all purchases before interest accrues, and the possibility of an annual fee. With the lower interest rate card, interest accrues from the purchase date.

Union Privilege officials estimate that AFL-CIO union members have saved approximately $250 million in interest and fees through the credit card program since it was begun in August 1986. The cards are issued through the Bank of New York (Delaware).

Silberman said more than 2 million union members and their families from approximately 73 unions participate in the program, which includes free additional cards, a custom design, no check fees, no ATM fees and no liability for stolen cards. The program includes a provision for skipping payments for up to two months during union-sanctioned strikes of longer than 30 days' duration.

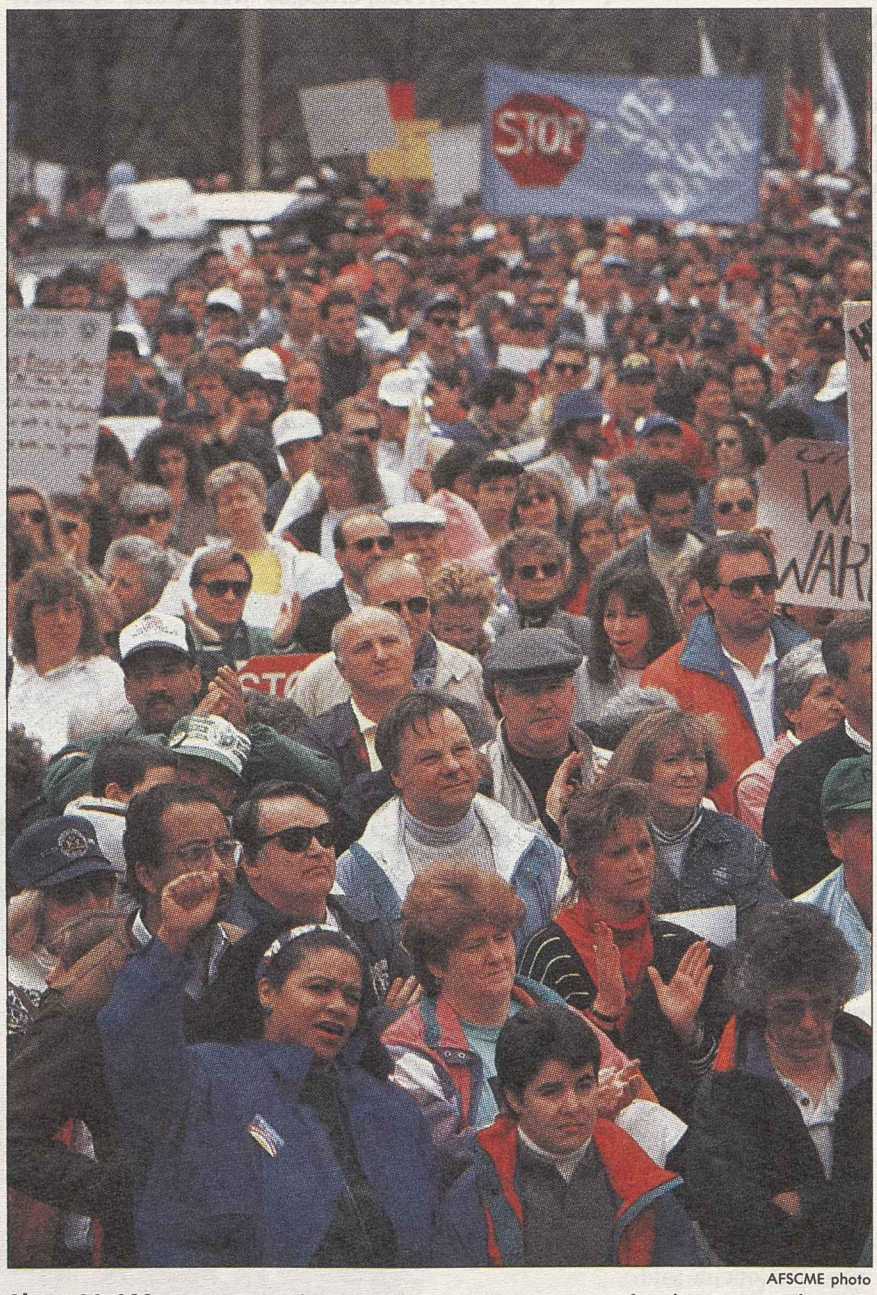
Coordinated bargaining pays off for Bay State Gas employees

The final link in a round of coordinated bargaining with the Bay State Gas Co. was locked in when a new three-year agreement was ratified at the company's Brockton, Mass., facility.

The accord is similar to the pattern of agreements at Bay State's other locations that cover 1,500 workers. The coordinated bargaining, conducted under the auspices of the AFL-CIO Industrial Union Department, includes the Utility Workers, Electrical Workers, Steelworkers, Oil, Chemical and Atomic Workers and the Professional and Technical Engineers.

The new contract raises wages 4.5 percent each year, and improves the pension package by $1 per year of service, bringing the range to $27 to $34 a month per year of service by 1994. Increases were won in shift premium pay and in stand-by pay rates, while avoiding any increases in medical co-payments.

A 401(k) program will be started with the company matching employee contributions up to 2.5 percent of wages beginning in 1994, and matching 50 percent of contributions up to 5 percent of wages beginning in 1997.



AFSCME photo

About 30,000 union members and representatives of religious and community groups rally in Boston against budget cuts and furloughs of state workers, proposed by Republican Gov. William Weld.

Term limits battleground shifts to two states

By James B. Parks

Efforts to limit congressional and state legislative terms, denounced by the AFL-CIO as an attempt to limit democratic choice, is being fought in various state legislatures by a coalition of political action groups.

Term limits initiatives were enacted in three states during the 1990 elections, and are expected to be on the ballot this year in Ohio and Washington.

"The same people who tried to fast-talk us into a federal constitutional convention are now trying to deny us our right to vote for whom we choose, for as long as we choose," said Linda Rogers-Kingsbury, executive director of Let the People Decide, a national coalition that includes the AFL-CIO.

Groups in about 11 states have initiatives under way to limit state legislative terms. In Ohio and Washington, the question could be on the ballot in November, since both states have elections this year, said Rachel Dale, a spokeswomen for Let The People Decide.

Petitions already are being circulated in Washington, which has a July 1 deadline for collecting enough signatures to get on the ballot, and the process is about to begin in Ohio, which has an Aug. 7 deadline.

Groups in some states are pushing legislation calling for a constitutional convention to limit congressional terms. Such efforts were defeated this year in the legislatures of Arkansas, Florida, Montana, North Dakota and Wyoming. Legislation is pending in Arizona, Missouri, South Carolina and Texas.

Efforts to limit state and federal legislative terms were defeated by the legislatures in New Hampshire, North Dakota, South Dakota and Washington. The current initiative drive in Washington would reverse the legislature's decision.

Similar legislation still is pending in Alaska, Massachusetts and Oregon.

"The so-called 'term limits' campaign is a limit on our rights as voters," said Rogers-Kingsbury. "We already have the right to vote no and limit a person's time in office, but they want to control how many times we can vote yes," she said.

"The constant turnover would guarantee full employment for the fancy ad men, pollsters and buzz-word artists all trying to sell us a new candidate because a time clock says we can't keep the one we've got," she said.

The AFL-CIO Executive Council has urged affiliates and state and local central bodies to support efforts opposing limits on congressional and state legislative terms. AFL-CIO Vice President Gerald McEntee of AFSCME heads a federation committee that will work with the coalition and monitor its efforts.

Job fair stresses education as vital to teens' careers

By Sharolyn Rosier

Some 7,600 Denver-area high school students descended on the third annual Career Awareness Fair in all their individual flair — arriving in their jams or genie pants, flat tops and spike haircuts, green and magenta high tops, their multicolored, elevated hair, and even some laid-back preppie looks.

But one common reality arose as the students perused the union displays at the Colorado AFL-CIO-sponsored event March 13-14 at the Old Currigan Convention Center in Denver: a high school education is essential in today's job market.

"We have to prepare our youth for what's out there in the world of work," said Bob Greene, Colorado AFL-CIO director of employment and training and fair chairman. "The need for a young person to obtain a high school education is imperative."

Earning power

As the students entered Currigan Hall, one of the first things they saw was a sign that reminded them that high school graduates will earn from $199,000 to $266,000 more during their lifetimes than dropouts, and that a college graduate will earn about $30,000 a year, while a high school grad will earn about $19,000.

"The betterment of our youth is the name of the game in all fields of endeavor," said Luis Sepulveda, regional administrator of the U.S. Labor Department's Employment and Training Administration, one of the sponsors.

The students, who were from 58 schools in Denver and surrounding counties, visited 63 display booths staffed by union members. The workers introduced the students to the products, services, and skills needed or produced by their employers, which included such industries as construction, industrial, service, retail, government, and health care.

Schoolwork connection

To pique the students' interest and curiosity, some unions offered pre-employment training. For example, the Screen Actors Guild let students do commercials; the Bakery, Confectionery and Tobacco Workers let the students decorate cakes, and the Carpenters showed the students the best way to hammer a nail.

"Kids finally have a chance to see a good all-around picture of the different opportunities available to them," said Clifford Hilton, president of the Sheet Metal Workers Local 9.

All students were required by their schools to visit at least five displays and report on them at school.

David Douglas, a student at South High School in Denver, said, "The career fair was pretty fun. I got some pamphlets here I thought I'd never get."

Ken Stark added, "I'd like to see more of this. It gives us an opportunity to see what we want to do in the future."

Greene emphasized that young people who are interested in a trade apprenticeship need to have at least a high school education and usually have to be strong in math. They also need essential reading and writing skills which the nation's educational system is concerned about improving for all students.

Michael K. Osborn/Colorado Labor Advocate

Sylvia Baca of the Teamsters explains how a motor works to two high school students at a Denver area job fair.

Schoolwork connection

Frank C. Lay, COPE regional director, conceived the idea of the fair three years ago after discussions with people from the U.S. Department of Labor and Denver Public School System.

Since the first year, the attendance at the fair has more than doubled. In addition, a Career Explorer Post Program has been developed so that students can gain knowledge on trade unions beyond what is given them at the fair.

The Career Explorer Post Program directs students toward building trade careers through tours of Apprenticeship Training Centers and provides for presentations from trade union members who will speak at schools and meetings held twice monthly at local union halls, as well as hands-on projects.

Since the 1990 Fair, administrators have been more willing, through such programs as the Explorer Post, to help guide potential dropouts into vocational trades, Lay said.

Besides the state federation and the building trades unions, sponsors include the Boy Scouts of America, the Denver school system, the Governor's Job Training Office, the Denver Area Council, the Mayor's Office of Employment and Training, the Hispanic Agenda and KMGH-TV.

Industry incapable of policing coal dust, unions say

By Arlee C. Green

Responsibility for coal dust sampling should be taken from the industry and returned to the Mine Safety and Health Administration, the Mine Workers told Congress.

The current dust sampling program is "riddled with fraud," the union said, and the Labor Department's recent action against more than 500 mine operators for tampering with dust collection cassettes is "just the tip of the iceberg."

Joe Main, administrator of the UMWA's department of occupational safety and health, told a House Education and Labor subcommittee that "if we are to clean up the problem, MSHA must take over the dust sampling program and miners must be given an increased role to monitor all phases of sampling."

The "failure to control dust has led to a social travesty" as hundreds of thousands of miners have contracted black lung during the past 50 years, Main said. Black lung is the common term for a collection of lung diseases caused by inhaling coal dust.

Instances of tampering with dust collection samples are not new, he said. In 1978, miners testified at six different hearings on how mine operators altered dust collection samples, including taking samples in idle areas of the mine, in dinner holes, in intake airways or outside the mine. If a collection casette looked as if it had too much dust, it sometimes was simply discarded and another sample taken.

Those practices persist to this day, Main said, noting that Peabody Coal Co. was fined $500,000 last January for tampering with sample casettes and also for taking samples outside the mine.

On April 4, MSHA announced that mine operators had tampered with 4,710 dust samples collected from 847 mines. The agency proposed a $1,000 fine for each violation, a penalty that "is a minor deterrent for companies whose gross income can approach $1 million a day," Main testified.

Labor Secretary Lynn Martin, testifying before the subcommittee, charged the industry with "widespread cheating" on dust sample collection. She said 11 of the violations cited by MSHA on April 4 are so egregious that the proposed penalty will be raised to $10,000 per violation.

Main called for sampling devices "that constantly sample the mine atmosphere, record the results and provide an instantaneous readout of the dust levels — devices that are as tamper-proof as possible and installed in the right places where the documented results can be removed by MSHA and only by MSHA."

Martin said on April 17 that new tamper-resistant sampling cassettes soon will be available. Further, an MSHA task force will study options for improving sampling techniques, including expanding the role of individual miners in the sampling program, having MSHA conduct all the sampling, and working with the Bureau of Mines and the National Institute for Occupational Safety and Health.

Martin added that the agency would decertify 60 operators who each submitted at least 15 samples that showed signs of tampering.

ECONOMY

Factory goods deficit outstrips trade gap

By John R. Oravec

For the third time in less than a year, the monthly trade deficit in manufactured goods has exceeded the overall U.S. imbalance in merchandise trade.

In what could become a disturbing trend, the Commerce Department reported that February's deficit in worker-intensive manufactured goods amounted to $5.7 billion, which was $1.2 billion more than the total trade deficit before seasonal adjustment. That same situation occurred last June and July, government analysts said.

The U.S. deficit in manufactured goods rose sharply during the 1980s, and accounted for about 90 percent of the overall annual merchandise trade deficits at the end of the decade.

After seasonal adjustment, the February trade deficit was $5.3 billion, declining $1.8 billion from January largely because of lower volume and prices of petroleum imports.

AFL-CIO economist Mark A. Anderson linked the narrower trade gap to the recession, as overall imports dropped $2.5 billion from January to $38.8 billion, while exports slid by $0.8 billion to $33.5 billion.

But the reduction of imports brought on by the sputtering economy still will be a costly factor in the long run, Anderson warned. He noted that American workers continue to lose factory jobs as U.S. firms shift production to maquiladora plants in Mexico.

Anderson predicted that the recession likely will keep the monthly trade deficits below the $10 billion level in the short term.

The import tab for energy-related petroleum products declined 31 percent from January to $3.7 billion, the Commerce Department data showed. Crude oil imports eased by 17 million barrels from January to 153 million and the price per barrel was $4.40 less at $18.58 in February.

Imports of manufactured goods eased by only 3.3 percent to $29.9 billion in February, while exports of factory products declined by about the same rate to $24.2 billion — leaving the $5.7 billion deficit.

In key industries, the February deficit amounted to $3.2 billion in auto and trucks; $1.8 billion in clothing and textiles; $725 million in footwear, and $333 million in electrical machinery.

Meanwhile, increased exports of agricultural products brought a $1.6 billion surplus and aerospace firms ran up a $1.1 billion trade advantage on airplanes and $380 million on airplane parts.

Overall, exports of capital goods declined by $800 million and shipments of autos, trucks and parts dropped by $600 million.

The United States widened its trade surplus with Western Europe to $1.3 billion from $1.1 billion in January. But that was more than offset by the continuing high deficit with Japan of $3.2 billion, despite a drop of $300 million over the month. The trading shortfall with developing countries declined from $3.7 billion in January to $2.1 billion in February. The deficit with oil producing countries dropped $2 billion to $1.3 billion.

Meanwhile, Japan's Finance Ministry reported the country's trade surplus swelled by 24 percent in March to $8.7 billion, up $1.7 billion over March 1990.

Japan posted a surplus of $3.8 billion with the United States with exports of $8.2 billion and imports of $4.4 billion.

Study calls for partnership to provide skilled training

To offset the economic turbulence that has hit workers since the mid-1970s, the United States must develop a public-private partnership to provide skill training in a high-technology economy, according to a National Planning Association report.

Workers in all sectors of the economy have been hit by plant closings and corporate downsizing. Many often cannot find replacement jobs at comparable salaries, the NPA study said. While this "turbulence" puts all workers at risk, those facing the greatest hardship are minorities, youth, older workers and those without a post-secondary school education, it said.

The NPA's Committee on New American Realities has called for a broad public-private training system to provide workers with needed skills, increase productivity, promote effective change by both managers and workers and allow greater mobility for workers without the threat of job or other economic loss.

Skill development and training is necessary to meet the changing job requirements of a high-technology economy and to protect workers' income and living standards, the committee noted. Workplace training should be a lifelong process, with participation by workers and programs jointly designed and administered by unions and employers.

Training should not be limited to particular segments of the labor force, but should be made available "to the cross-section of workers who are at risk," the report added.

The committee pointed to shortcomings in the nation's unemployment insurance system, noting that it "has become an inadequate safety net. . . for workers between jobs." The report recommended that states adopt more uniform eligibility conditions and extend benefits to aid long-term jobless workers.

Increased job security, advance notice of layoffs, job referral and other employment transition aid also is needed, the report said.

The report is part of "Turbulence in the American Workplace," an analysis prepared for the NPA — a policy group of labor, business and academia.

Source: The Roper Poll

The American public's confidence in union leaders jumped 12 percentage points over the past seven years, a Roper Organization poll found. During the same period, the public's rating of business leaders declined 2 points, while, those without much confidence in labor officials declined from 42 percent to 27 percent. The survey was conducted Feb. 9-23.

Gas price hike may signal rough economic road ahead

Retail prices moderated in February and March, but that honeymoon for consumers may soon be sweet memories: gasoline prices have started to climb again.

And although the consumer price index declined 0.1 percent in March — the first time in five years — average weekly earnings edged up only 0.2 percent from February, the Bureau of Labor Statistics reported.

Over the past 12 months, real earnings actually dropped 2.1 percent as a 4.6-percent increase in prices more than wiped out the 2.4-percent gain in weekly pay while the average workweek shrank by 0.9 percent.

The rare drop in the consumer price index for urban wage earners came from a further decline in energy prices. Heating oil prices fell 6 percent and were down 5.9 percent from March 1990. Prices at the gas pumps eased by 4.7 percent last month, although they were still up 5.8 percent from a year ago.

Gasoline prices rose 4 cents a gallon on a national average two weeks after BLS issued the March index, the American Automobile Association reported.

Petroleum industry analysts said gas pump prices are likely to climb 10 to 15 cents a gallon by mid-May because a sharp drop in inventories is pushing up demand. They noted that gasoline stocks dropped to a 16-year low of 204 million barrels in mid-April.

Food prices edged up 0.2 percent in March and were 3.4 percent ahead of the year-ago month. Clothing prices declined 0.8 percent in March after posting sharp increases in the previous two months and cable television charges rose 0.5 percent last month.

Miscellaneous goods and services rose 0.7 percent in March, led by price increases of 1 percent for tobacco and 0.8 percent for personal and education expenses. The miscellaneous goods index rose 8.4 percent over the year.

But medical care charges, rising 9.1 percent from March 1990, continued to lead the over-the-year increase of major index components. They rose 0.6 percent last month.

In other economic reports:

- The Commerce Department said retail sales fell 0.8 percent in March even though indicators of consumer confidence had picked up earlier. Sales, at $149.6 billion, were slightly below the March 1990 level.
- Industrial production dropped 0.3 percent in March, the sixth monthly decline in succession, the Federal Reserve Board reported. In the manufacturing sector, the output of durable goods slipped 0.5 percent. The nation's factories, mines and utilities were operating at 78.7 percent of capacity last month, down from 79.1 percent in February.
- Housing starts fell 9.3 percent in March to an annual rate of 901,000 units, the Commerce Departments said. Home construction had been in a year-long decline except for a slight upturn in February. Starts for single-family homes dropped 5.9 percent in March, while multi-family starts plunged 21.4 percent. Applications for building permits rose 2.4 percent.
- Factory orders for durable goods plunged 6.2 percent in March, undercutting Bush administration economists who predicted the recession was bottoming out.

Commerce Department data showed that the $7.3-billion decline in new orders marked the fourth monthly drop in the last five months. At $110.3 billion, the orders are at their lowest level since August 1987.

New orders for nondefense capital goods fell 10.3 percent, or $3.5 billion, in March. Bookings for military goods plummeted 16.9 percent, or $1.3 billion.

Orders for durable goods are an indicator of factory production and jobs in coming months.

Newsmakers

Rick Bender is the new executive secretary-treasurer of the King County, Wash. Labor Council. Bender, a former state senator succeeds **Dan Bickford,** who has been named special assistant to Marine Engineers President **Gene DeFries.**

Vinnie O'Brien has joined the AFL-CIO Department of Organization and Field Services as an assistant director. O'Brien, former executive assistant to AFSCME President **Gerald W. McEntee,** will work closely with the national organizing committee and assist affiliates in organizing drives. He will handle transportation for Solidarity Day 1991.

Bruce Stine, executive director of the Michigan State AFL-CIO Human Resources Development Institute, has been named to the board of directors of the National Association of Private Industry Councils. The NAPIC is responsible for designing many of the training programs funded under the Jobs Training Partnership Act.

AWARDS

The Florida AFL-CIO United Labor Agency won the 1991 Labor Award of the President's Committee on Employment of People with Disabilities. The award will be presented by the President's Committee Chairman **Justin Dart** at the opening session of the Committee's annual meeting on May 22, 1991, in Dallas.

The Cincinnati AFL-CIO Building Trades Council and the UAW CAP Council of Cincinnati are co-winners of the 1991 President's Volunteer Action Awards. The two groups volunteered and offered financing for the renovation of at least 50 units of transitional housing for families over the next five years. Receiving citations (same as runners-up) were: Cincinnati BTC President **Bob Salvatore,** who marshaled volunteers from the Carpenters, Electrical Workers, IronWorkers, Laborers, Operating Engineers, Plumbers and Pipefitters and AFSCME to renovate a new facility for babies born with AIDs; and the Monroe, Mich. AFL-CIO which built residential access ramps at the rate of two per day and 80 percent under cost.

New York State AFL-CIO President **Edward J. Cleary** presented the Spirit of Freedom Award to **Rep. Thomas Manton** (D-N.Y.) at a ceremony in the U.S. Capitol to celebrate the 75th Anniversary of the Irish Rebellion.

Vermont AFL-CIO President **Ralph Crippen** received a plaque from the Vermont-New Hampshire Red Cross for donating 25 gallons of blood.

The Committee on Educational Programs of the District of Columbia Board of Education recently approved the school system's first observance of Labor History Week, Sept. 1-7.

Bill Burke/Page One Photography

Heidi Evans, winner of the Newspaper Guild's 1990 Heywood Broun Award, is congratulated by Heywood Hale Broun, son of the Guild's founder for whom the award is named. Looking on are Guild President Charles Dale (right) and Guild International Chairperson Peter McLaughlin.

DEATHS

Former Steelworkers Treasurer **James N. McGeehan** died April 24 at his home in Warminster, Pa., of the liver ailment that caused him to step down as treasurer at the USWA convention last September.

A Steelworker for 44 years, McGeehan's moving farewell to the union was presented to the Toronto convention by video tape. He directed the union's historic 1987 negotiations with USX in which a new contract was won after a six-month lockout.

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue paid tribute to McGeehan's service to his union, which saw him rise through the ranks to become director of USW District 7 before being elected treasurer in 1985.

Former Rep. **Richard Bolling,** a Missouri Democrat who was a good friend of the AFL-CIO, died April 21. In a letter to his widow, AFL-CIO President Lane Kirkland noted the "labor movement was privileged" to be among his allies in the struggle for social and economic justice.

30,000 SEIU N.Y. apartment workers strike

New York

Doormen, elevator operators, janitors and superintendents who normally work inside apartment buildings here are now outside walking picket lines.

The workers, approximately 30,000 members of Service Employees Local 32B-32J, struck April 23 for a fair contract with managers of approximately 4,000 apartment houses in the city.

The union represents members working in commercial and residential buildings in Manhatten, Brooklyn, Statin Island, Queens and Long Island. The strike is the local's first citywide strike in more than a decade.

However, Local 32B-32J President Gus Bevona said several building owners, co-operative boards of directors and managing agents have taken quick action to end the strike, offering what he described as a fair and reasonable contract to union members.

Union offers contract

The three-year contract, which the union is making available to any employer who chooses to sign it, includes a 5 percent wage increase per year.

Bevona pointed out, however, that employers could opt for the terms of an agreement later reached with the Realty Advisory Board on Labor Relations Inc., if those terms are more favorable to the employer.

"Buildings opting for coverage under the new contract have everything to gain and nothing to lose but their picket lines," explained Bevona.

The union originally rejected management's offer of a 2 percent per year wage increase with no improvements in other areas of the contract.

Bevona said employers were demanding 29 givebacks, including eliminating consecutive days off, reducing pay by $138 a week for members who change jobs and for newly hired employees, changing the holiday schedule, reducing wages and even eliminating time off to vote on Election Day.

Bevona described the RAB 2 percent offer as "an insult to the people who clean and maintain apartment houses, and unconscionable when most buildings apparently are prepared to pay 5 percent, which is all we are seeking."

"We see absolutely no logical justification for the outrageous position taken by the employer negotiators," Bevona said. "They have the money they need for the modest advances we proposed. They have overdramatized their case and are simply taking advantage of an opportunity to put more profits into their pockets."

Resources

VIDEOS

The Labor Institute of Public Affairs is offering five videotapes, available except where indicated by contacting LIPA, 815 16th St. NW, Washington, D.C. 20006. Phone 202/637-5334.

U.S.-Mexico Free Trade Agreement: No Fast Track! illustrates the negative impact of the proposed agreement, as AFL-CIO Secretary-Treasurer Tom Donahue explains why the AFL-CIO opposes the "fast track" process. $7.50 each.

Solidarity Day '91 includes testimonials from AFL-CIO President Lane Kirkland and is designed for viewing at planning meetings for Solidarity Day '91. $7.50 each.

Battles Won, Battles Begun examines the impact of the trade union movement abroad and the real work that begins after democracy is won. $10.00 each.

Union Organizer: The Best Job in America highlights the hard work, training and dedication of the new recruits in the AFL-CIO Organizing Institute. $7.50 each.

Changing Attitudes: Union Members Talk About AIDS is part of a multimedia educational campaign explaining why AIDS is a workplace issue. Union men and women speak on their concerns for safety in the workplace and situations where AIDS is a concern. Contact the AFL-CIO Occupational Safety and Health Department at 202-637-5210.

PUBLICATIONS

The Twentieth Century: An Epic of America and World Events, by Bob Garrity, officer of the Electrical Workers. Each copy is $9.00 or two for $14.00. The book may be ordered by contacting K-G Books, Dept. L, P.O. Box 4947, Thousand Oaks, Calif. 91359.

Unions ask court to end OSHA's formaldehyde rule delay

The Occupational Safety and Health Administration has engaged in "unreasonable delay" in revising its 1987 formaldehyde standard, the UAW and the Carpenters said in asking a federal appeals court to enforce its previous order against the agency, issued in June 1989.

The two unions' request to the U.S. Court of Appeals for the District of Columbia Circuit seeks an order requiring OSHA to publish proposed revisions to the standard within 30 days and a final rule within 90 days.

In asking for enforcement of the court's previous order, the unions stressed that delay has plagued OSHA's promulgation of an adequate formaldehyde standard for a decade and that would likely not change without "judicial intervention."

"Worker health should not be allowed to suffer, and industry responsibilities left in doubt, while the internecine struggles between OSHA and OMB (Office of Management and Budget) are resolved," the unions said.

Acting on a union petition in 1989, the court determined OSHA had not sufficiently explained its finding that formaldehyde would present no significant risk to workers exposed at the 1 ppm (part formaldehyde per million parts of air) limit. It further questioned the agency's decision not to seek a lower exposure limit or include medical removal protection for workers exposed to the chemical.

The unions' return to court follows action by the OMB to stall the revision process. In attempting to comply with the court order, OSHA submitted to OMB in August 1990 its proposed revisions, based on a compromise between the unions and representatives of the formaldehyde industry.

After keeping the proposal for more than three months, OMB rejected OSHA's revisions, saying the job safety agency had not explained its 1987 rulemaking and had made revisions not requested by the court. Besides lowering the exposure limit to 0.75 ppm and providing medical removal protection, the agency revised the hazard communication provisions and required annual training for workers.

In their court petition, the unions said "OMB's response leaves OSHA with an impossible task. OMB is openly hostile to revisions in OSHA's analysis ...The difficulty of obeying this court's order while also heeding OMB's instructions has paralyzed OSHA."

Workers rally nationwide for safety law reform

By Sharolyn Rosier

"Safe Jobs. It's Our Right." The cry rang through assemblies across the nation April 28, the third annual Workers Memorial Day, as trade unionists were joined by elected officials and clergy in rallies, marches, memorial services, candlelight vigils, public moments of silence and educational workshops.

AFL-CIO President Lane Kirkland, addressing reporters around the country in a satellite media tour, called for action to update worker safety legislation.

"With the passage of the Occupational Safety and Health Act, our government set forth the policy that Americans have a right to a safe job," he said. "Today, 20 years later, it's time to make that promise a reality for every American worker."

While the official observance of Workers Memorial Day fell on a Sunday, many unions scheduled activities throughout the previous week to push for reform of the basic federal law.

Armed with the federation's call for OSHA reform and proclamations signed by elected officials, and reinforced by large crowds, trade unionists appealed for support from legislators, employers and the general public.

Among the first events was an April 23 rally held in the rain on the steps of the State Capitol in Lansing, Mich., where a crowd of some 500 union members and their allies braved the weather to emphasize the need to stop the thousands of injuries and fatalities on the job every year.

"Two-hundred and nineteen Michigan workers died on the job last year and thousands more died from occupational diseases," said Frank Garrison, president of the Michigan State AFL-CIO. It is imperative that labor "renew its commitment to make those workplaces safer for present and future workers."

Gary Shrewsbury

Steelworkers Vice President Leon Lynch addresses a crowd of approximately 500 union members and their allies at a Workers Memorial Day rally in Lansing, Mich. — one of many labor-backed events around the country.

Steelworkers Vice President Leon Lynch told the crowd that, just as the environmental protection laws written in the 1970s were not sufficient to tackle the pollution problems of the 1990s, the 20-year-old OSHA law has not solved the essential problems of workplace safety and health in this country.

Echoing Lynch's sentiments, UAW Vice President Ernest Lofton said the large number of persons in the crowd on a rainy day is evidence for the urgent need for reform of the legislation.

Bonnie Thornton, a 21-year-old student at Michigan State University, attended the rally to pay tribute to her father, who was killed Feb. 27 at a General Motors plant when a car fell off a hoist and crushed him.

"I don't want another MSU student to have to spend spring break planning their father's funeral," she said. "We never considered his job dangerous. It's something you wouldn't think of."

Michigan's OSHA program initially was scheduled to be handed over to federal control, but a compromise passed in March shifted state funds to keep it alive at least through Oct. 1.

"The compromise avoided a train wreck," said Lofton. "But it delayed the battle until Oct. 1. We have to win that fight. Our lives depend on it."

Peg Seminario, director of the AFL-CIO Department of Occupational Safety and Health, said the federation expects to have an OSHA reform bill soon.

"Employers as well as employees are mindful of the need for OSHA reform," she said. "The task is to educate Congress on the issues once the legislation is introduced."

OSHA has 1,000 inspectors to monitor conditions at the 3.6 million work sites covered by the federal program — "far from adequate to cover the millions of work sites," Seminario said. "Clearly, the agency's enforcement capabilities should be improved. We also need tougher criminal penalties for violators and improved collection of data on occupational injuries."

Labor's fight for safety laws has gained workers the right to know about hazards on the job, Seminario said, but now the need is to extend the law to gain the right to act on that knowledge, and to refuse work that is hazardous.

Even with an increase in OSHA's capabilities, it is not feasible for the agency to address the range of hazards or inspect all of the work sites for which it is responsible, Seminario said.

"The place to start reform is on the job site itself, where workers and employers know about the hazards they face and what must be done to correct them," she said.

Currently, OSHA does not cover state, local and federal employees in more than half the states. The AFL-CIO is calling for legislation to extend protection to all public employees.

The federation also has endorsed the Construction Safety, Health and Education Improvement Act (S. 673), introduced by Senator Dodd (D-Conn.), which would establish an Office of Construction Safety, Health and Education at OSHA. The office would oversee and coordinate multi-employer construction projects, and require construction employers to implement safety and health programs.

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AFL-CIO NEWS

INSIDE

1 **Supreme Court backs NLRB hospital rule**
In a unanimous decision — and a big victory for health care workers — the Supreme Court has upheld the establishment of eight bargaining units for hospital organizing efforts.

2 **Congressional fiat quashes rail strike**
Congress puts the brakes on the nationwide rail strike by authorizing an administration review board to recommend a settlement within 65 days.

5 **Kirkland calls for health care overhaul**
America's failing health care system needs a fast track to reform, AFL-CIO President Lane Kirkland told the House Ways and Means Committee.

7 **Unionist learns organizing trade**
A trade unionist and graduate of the AFL-CIO Organizing Institute loves the hard work it takes to put the union message on the road.

9 **U.S. job loss shows folly of trade deal**
Employment in the maquiladoras already has mushroomed to 500,000 undercutting the arguments of proponents of a U.S.-Mexico "fast-track" trade deal.

10 **Kirkland outlines forced labor horrors**
AFL-CIO President Lane Kirkland urged a Senate panel to ratify the ILO Convention on forced labor, pointing to China's exploitation of prisoners.

UNION YES

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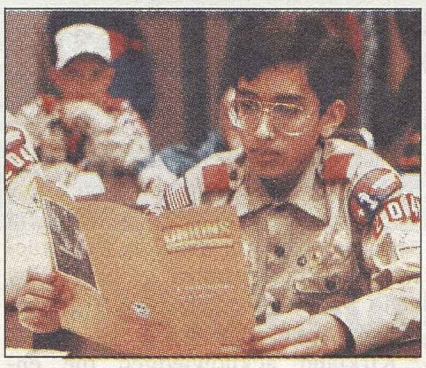
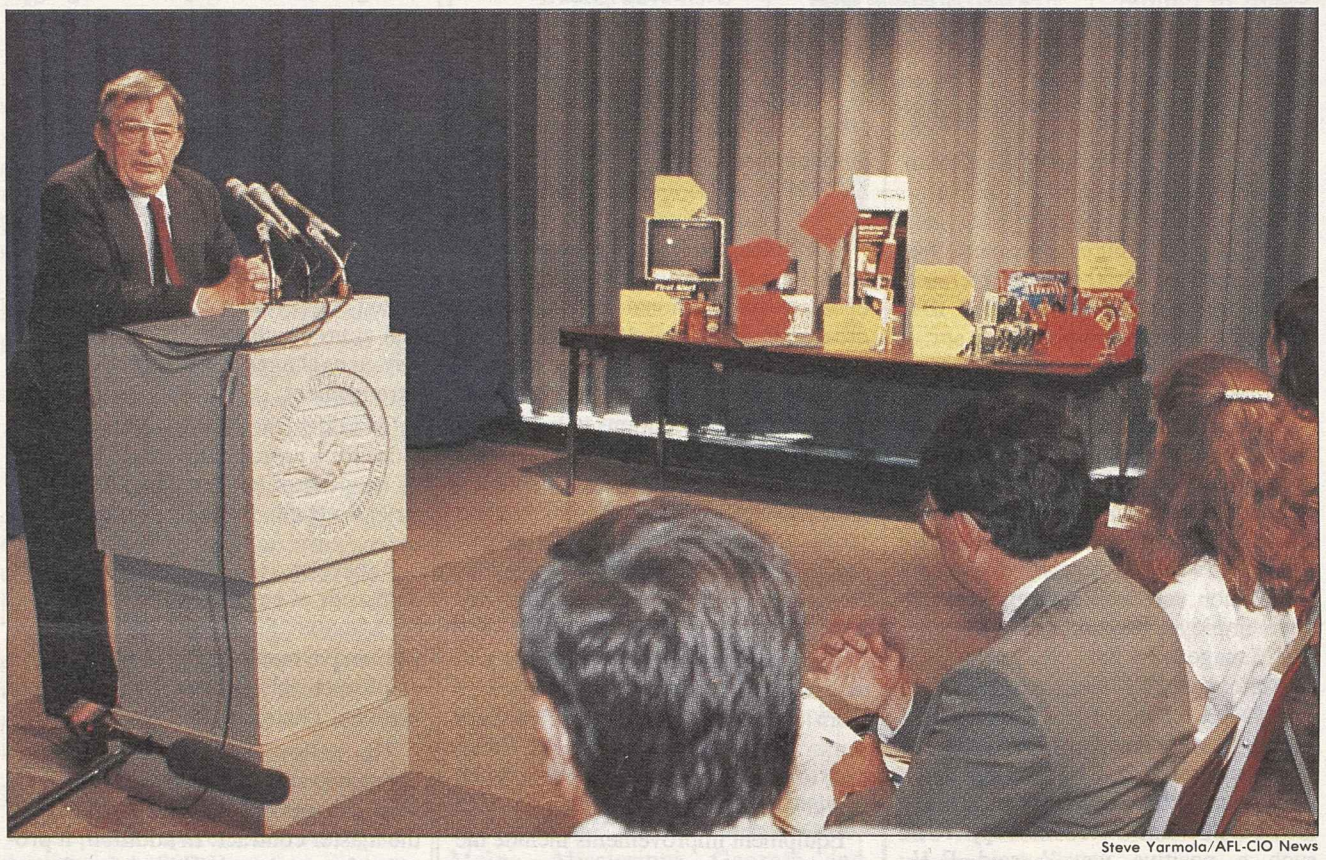


A Boy Scout reads about the history of unions at the 1991 AFL-CIO Union-Industries Show in Minneapolis. The show attracted 230,000 visitors. **See Page 11.**

Council: Stop shortcut to trade disaster



Steve Yarmola/AFL-CIO News

Standing near a display of U.S. products now made in Mexico with tags showing how many jobs were lost, AFL-CIO President Lane Kirkland denounces fast-track authority for a U.S.-Mexico trade agreement.

By Michael Byrne

AFL-CIO Executive Council members, disturbed at the bland congressional response to labor's message on the "fast-track" to a U.S.-Mexico trade agreement, fanned out over Capitol Hill to personally deliver their objections.

The council adjourned after one day to press Congress on an issue that many unions believe could define or limit work and unionism into the next century, and a congressional process they see as a shortcut to disaster.

Under the fast-track procedure, the Bush administration can negotiate any agreement and leave Congress with little debate, no amendments and only a yes or no vote. Fast-track authority will be extended automatically unless Congress votes to withdraw it by June 1.

"We think we have a very strong case that this is an issue that, in effect, defines a new industrial policy for this country," AFL-CIO President Lane Kirkland told a news conference. "It will have the most profound consequences and radically affect the livelihoods and the conditions and standards of American working people."

Kirkland, who along with Secretary-Treasurer Thomas R. Donahue also visited Capitol Hill to talk with Democratic leaders, allowed that labor has "an uphill struggle . . . We have no assurances of being able to slow this down."

After a briefing from AFL-CIO Legislative Director Robert M. McGlotten, council members planned to push Congress for a second vote on fast track — splitting the Mexico proposal from the vote to derail extension of the Generalized Agreement on Tariffs and Trade (GATT) negotiations — if the GATT vote failed.

McGlotten noted that the Hill had been overrun in recent days by chief executive officers of major corporations, who were pushing Congress along the fast track.

Kirkland told the news conference that it will be the privileged who stand to gain from a hastily drawn "free trade" agreement, while the losers will

Continued on Page 6

Voters to White House: No fast track

By John R. Oravec

Although the White House is hell-bent on ramming through a U.S.-Mexico free frade agreement at any cost, a majority of American voters think it's a bad idea.

A nationwide public opinion poll found that when people have heard the pros and cons of the trade issue, 58 percent are opposed.

An overwhelming 72 percent are against Congress extending "fast-track" authority to the Bush administration on the trade negotiations. Only 21 percent favor it. Even among those who favor the agreement, 56 percent oppose the fast-track process.

The polling was conducted by the Garin-Hart Research Group before President Bush announced an "action plan" in an attempt to dispel the concerns of workers and their communities about job losses.

AFL-CIO President Lane Kirkland described Bush's plan "as empty and vapid as dishwater."

The public opinion survey commissioned by the federation found that people oppose a free trade agreement because it would export U.S. jobs to Mexico, bump U.S. workers down the economic ladder, exploit Mexican workers and damage the environment on both sides of the border.

In interviews with 1,203 adults, the pollsters found that 54 percent of the respondents said the trade agreement would likely help U.S. business be more competitive in world markets. But at the same time, 78 percent expressed concerns that the pact also would have the negative tradeoff of eroding wages and living standards of U.S. workers by forcing them to compete with lower-paid Mexican workers.

Almost two-thirds said the trade agreement would benefit big corporations and the well-to-do in the United States, but would hurt the average working person.

In releasing the results of the survey at a Capitol Hill news conference, AFL-CIO Secretary-Treasurer Thomas R. Donahue said the poll for the first time documents what the average person thinks of the trade proposal and the fast-track procedure.

Donahue said the proposal is one of the most important issues before Con-

Continued on Page 4

Unions gearing up for massive Washington demonstration

By Candice Johnson

AFL-CIO affiliates and their members are looking past summer to Labor Day weekend, lining up planes, trains and buses for the trip to Washington and Solidarity Day '91.

COPE Director John Perkins, who is heading the Solidarity Day '91 event, told the Executive Council that more than 50 affiliates have named coordinators to work with AFL-CIO staff on transportation and other logistics for the Aug. 31 event.

Already gearing up for the march are retirees from the Ladies' Garment Workers in Miami, who will be flying in, and union workers from Idaho, who have chartered a bus for the two-day ride to Washington.

The St. Louis AFL-CIO has arranged for trains, planes and buses to help

Continued on Page 16

SOLIDARITY DAY '91 AFL CIO AUGUST 31 WASHINGTON, D.C. ™

Pope reaffirms workers' rights, role of trade unions

By Colleen M. O'Neill

Organized labor welcomed the papal encyclical "Centesimus Annus" as a powerful reaffirmation of the rights of workers and their unions.

Pope John Paul II's encyclical marked the 100th anniversary of the encyclical "Rerum Novarum," on the condition of the working classes.

On the subject of trade unions, the pope said their role "in negotiating minimum salaries and working conditions is decisive. (Unions) serve the development of an authentic culture of work and help workers to share in a fully human way in the life of their place of employment."

AFL-CIO President Lane Kirkland said of the encyclical: "The history of this century clearly proves that a free economy provides the best prospects for the well-being of all citizens — but that should not obscure the encyclical's powerful point that an unfettered free market provides employers as clear an avenue to tyranny as any other government-imposed system.

"For us in the United States, 'Centesimus Annus' provides an expansive vision of the proper role of trade unions. The pope declares that, a century after 'Rerum Novarum,' 'there is still need for a broad associated workers' movement, directed towards the liberation and promotion of the whole person.'

"And the role of trade unions is 'not only in negotiating contracts, but also to serve as "places" where workers can express themselves...and share in a fully human way in the life of their place of employment,'" Kirkland noted.

Pope John Paul II warned capitalists against embracing the collapse of communism as "a one-sided victory of their own economic system, and thereby failing to make necessary corrections in the system."

This parallels Kirkland's statement of last December on "the myth that the collapse of communism is the victory of capitalism and the final vindication of raw market theory."

"Yes, communism has lost, its credibility stands in tatters and it has been found before mankind guilty of sins that even God cannot forgive," Kirkland said. "But to equate that fact with the transfiguration of Western finance and commerce, the Harvard Business School and the Chicago school of economic doctrine is...nonsense."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, addressing a crowd at the federation's Union-Industries Show, contrasted the world view contained in the encyclical with that of the Bush administration.

"What kind of country do we want?" he asked. "Which model do we want to follow — one that's built on a low wage economy, starves government services to control spending and structures conflict between groups? Why can't we try the other kind...one that brings people together?"

Kirkland acknowledged the encyclical's reaffirmation of such fundamental goals of the trade union movement as the limitation of working hours, the right to a just wage and other measures to prohibit the exploitation of the most vulnerable members of society.

"For all of us who are concerned about the current imbalance between management and labor in the United States and are working for a prohibition of permanent replacement of strikers, this guidance is very encouraging," Kirkland said.

ICFTU youth rally Aug. 12 in Jamaica

The International Confederation of Free Trade Unions will hold the third World Youth Rally in Kingston, Jamaica, Aug. 12-16. It is the first time the rally, held last in Seville, Spain, in 1981, will be held in the Americas.

Approximately 4,000 young trade unionists from ICFTU affiliates throughout the world are expected to attend the rally, which is organized by the ICFTU's Committee on Young Workers' Questions.

The five-day program will include trade union, cultural, musical and sports activities, with seminars, discussion groups and workshops focusing on the themes of: The World Economy — The Situation of Youth; A Sound Environment — A Sustainable Future, and International Solidarity for Trade Union and Human Rights.

Each participant will be responsible for travel costs to and from Kingston, and for a $200 fee, which will cover accommodation and meals for the five days. Most of the activities will take place on the Kingston campus of the University of the West Indies.

Robert Lovelace of the AFL-CIO Free Trade Union Institute said U.S. union members under age 35 are encouraged to attend. Further information is available from Lovelace at 202/637-5356 or fax 202/637-5325.

Teamsters approve master agreement by 2-1

By Arlee C. Green

By better than a 2-1 margin, Teamsters ratified a new three-year national master freight agreement that provides a total $2.50-an-hour increase in pay and benefits for 148,000 IBT members.

The master agreement, which is retroactive to April 1, was approved 61,903 to 29,305 with 63 percent of the ballots returned, the IBT said. Covered by the accord are drivers, warehouse, office and maintenance employees of interstate and local motor carriers.

Members in 266 locals with freight jurisdiction voted on agreements with three employer associations — Trucking Management Inc., Regional Carriers Inc. and the Motor Carriers Labor Advisory Council — and with Yellow Freight System Inc., one of the nation's largest carriers with 21,000 employees.

"I am pleased that the freight membership has voted its support in such a positive way," said R.V. Durham, IBT freight division director and co-chairman of the National Master Freight Negotiating Committee. "The total economic settlement represents a $2.50 per hour, or $100 a week, increased cost to the employer on behalf of each Teamster employee."

IBT President William J. McCarthy, co-chair of the negotiating committee, said the committee deserves "recognition for the fine work its members have done to achieve this agreement. I also want to thank the membership for responding in such a large number and for voting to accept the important gains made in this agreement."

Wages are increased 50 cents hourly the first year, and additional 45 cents-an-hour raises, effective April 1 in 1992 and 1993, will come from guaranteed cost-of-living adjustments.

The mileage rate earned by over-the-road, long-haul drivers is raised by 1.25 cents, with additional 1.125-cent increases in 1992 and 1993, for a total boost of 3.5 cents over the contract term.

Employer contributions to health and welfare and pensions rose by 45 cents an hour the first year. Thirty-cent-per-hour increases will be paid in 1992 and 1993. These fringe benefit improvements amount to a $42-a-week increase in employer contribution per employee, the union said.

Improved job security provisions will extend recall rights to laid-off workers from three years to five, and protect seniority for one year for drivers who fail to pass the federal commercial driver's license examination.

Equipment improvements include the requirements that vehicles have speedometers operating "with reasonable accuracy" and that new tractors have heated outside mirrors.

Local profit-sharing and employee stock ownership plans that have been adopted in exchange for wage reductions will be subject to a new vote within 30 days after ratification. The affected employees with a 75-percent vote can approve up to a 15-percent cut in pay in exchange for the profit-sharing arrangement.

On safety, the master agreement provides for a moratorium on the purchase of new diesel-powered forklifts and a strict timetable for their eventual phase out.

Reflecting the recent call-up of thousands of reservists, the master contract guarantees continued health and welfare payments for up to one year for employees called to active duty in the National Guard or military reserves.

The Yellow Freight accord, the first negotiated separately with a nationwide firm, mirrors the essential provisions of the master contract. In addition, it provides for continued discussions of company proposals to establish regional operations and separate regional pay scales.

AFGE gains 200 at Labor Department

The Government Employees has been elected as the collective bargaining representative by the 200 professional employees in the Labor Department's Pension and Welfare Benefits Administration.

In the mail ballot, the pension investigators and auditors voted 73 percent support for AFGE, ousting the National Union of Pension Investigators and Auditors.

"This outpouring of support for AFGE proves once again that given the opportunity, federal employees will opt for the benefits of AFGE and the AFL-CIO over non-affiliated labor organizations," said AFGE President John Sturdivant.

Jesse Rios, president of AFGE's national council of field labor locals, thanked the workers for their "foresight and commitment to unionism."

AFL-CIO NEWS

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LEGISLATION

Support surges for strikebreaker ban

Postcard campaign 'right on course'

By Muriel H. Cooper

The AFL-CIO campaign to pass federal legislation to ban the "permanent replacements" of strikers is counting heavily on the grass-roots response of union members, who are sending postcards, letters and mailgrams to their congressional representatives.

AFL-CIO Legislative Director Robert M. McGlotten, whose department two months ago sent out information packets including postcards to union members, state federations and central labor councils across the country, is tracking the project through follow-up postcards to the AFL-CIO that were included in the packets.

As of May 7, 20,000 postcards had been returned to the federation, and approximately 2,500 union members had sent mailgrams. Mailgrams are sent at no cost to union members who telephone the toll-free AFL-CIO hotline at 1-800-845-6000.

"The campaign, to date, is right on course," McGlotten told the Executive Council. "But we need our members to continue making their voices heard through this grass-roots campaign. These postcards allow us to say to members that there are a specific number of voters in their districts who are urging them to vote yes on this issue."

Moving in the House

McGlotten reported that the legislation now has 209 House co-sponsors and 31 Senate supporters. The House bill, H.R. 5, recently cleared the House Energy and Commerce subcommittee on transportation and hazardous materials. Passage by the full committee is the final step before the measure goes to the floor.

The subcommittee added an amendment to clarify that the bill applies only to union members. The same amendment already has been approved during markups by the House Education and Labor and the Public Works and Transportation committees. A full House vote is expected in early summer, perhaps late June.

McGlotten said Sen. Howard Metzenbaum (D-Ohio), the author of the Senate bill, S. 55, was working on a timetable for committee hearings but that he did not expect any action in the Senate before late July.

The legislation would amend the Railway Labor Act and the National Labor Relations Act to reverse the 1938 Supreme Court decision in NLRB v. Mackay Radio Co., which found that although it is illegal to fire striking workers, it is permissible to "permanently replace" them.

Since the legislative department began its grass-roots campaign, two additional representatives, Chris Smith (R-N.J.) and Tom Bevill (D-Ala.), have added their names as co-sponsors. Grass-roots activities continue in 73 districts in 21 states.

Statistics underscore problem

McGlotten said the campaign is focusing on any representative likely to listen to their constituents on this issue. And statistics compiled by the Electrical Workers suggest that there is good reason for constituents to be concerned about the potential of the use of replacement workers to undermine the collective bargaining process.

The IBEW found, in data compiled on the use of "permanent replacements" in units of less than 1,000 workers, that three states — Alabama, Florida and Louisiana — are home to 34 companies that have used "permanent replacements" over the past 12 years, throwing 274 IBEW members out of work.

Other states where IBEW workers have lost their jobs to "permanent replacements" include Texas, Ohio, Maine, Mississippi, Georgia and Kentucky.

The IBEW statistics also show that California was home to 23 companies that "permanently replaced" 440 striking IBEW members over the past 12 years.

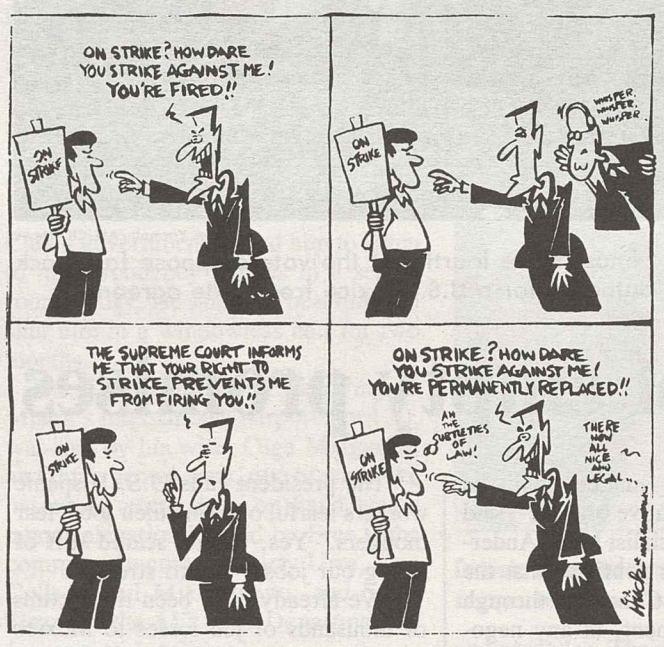
California is trying to reverse that trend, however. Last year, the state assembly passed legislation calling for the banning of "permanent replacement" workers.

"Passage of AJR69 (the California legislation) is an important step in the fight for labor law reform," said Bill Robertson, executive secretary-treasurer of the Los Angeles County Federation of Labor. "Now we must help mobilize support from union leaders and elected officials in other states and nationally to show Congress that working people from coast to coast want labor law reform now."

States take the lead

Other states are now taking the baton with legislation that would address the problem to varying degrees:

- In Delaware, legislation has been introduced to put a six-month ban on the hiring of replacement workers. All advertisements must state that a strike is in progress and health and insurance for the replaced workers must be continued.
- Illinois' "Labor Equity Act" would prohibit the state, units of local government and school districts from doing business with employers who hire permanent replacements.
- In Indiana, a four-bill package includes provisions to continue health care benefits for replaced workers, define a replacement worker, disallow hiring replacements during a lockout and restrict the use of injunctions when replacement workers have been hired. The House-passed bill also asks the department of state revenue to publish a yearly report detailing the fiscal impact on tax revenues and state services that are related directly to the use of replacement workers and to identify employers who hire "permanent replacements."
- Minnesota's "picket line peace bill" would make it an unfair labor practice to hire "permanent replacement" workers during a strike or lockout. Employers would be able to hire replacement workers only on a temporary basis.
- Montana lawmakers are considering a measure that would restore unemployment insurance benefits to strikers when employers continue to operate struck businesses.
- A Pennsylvania bill expands the definition of strikebreaker to include replacement workers; continues health benefits to striking employers when replacements are hired; provides workers' compensation to an employee injured on the job while participating in strike activity; provides that replacements be temporarary during the first month of the strike, and bars employment agencies from referring job applications to a struck company.
- New York legislators are contemplating a bill to allow the state attorney general to seek an injunction barring replacement workers "upon finding such use creates a threat to the public order and safety."
- In Oregon, unemployment compensation would be offered to striking workers who were replaced.
- West Virginia is considering legislation that would totally ban the use of "permanent replacements" during a strike or lockout.
- In Rhode Island, an anti-strikebreaker package would end Medicaid payments to providers who hire strikebreakers, increase unemployment benefits, prevent employers from paying workers recruited from temporary employment agencies more than the average wage of the strikers and end the tax deduction for operating cost losses for employers involved in labor disputes.



This cartoon appears on the outside of the packages mailed to rank and file union members to generate support for legislation to ban permanent striker replacements.

Capitol Digest

The AFL-CIO has endorsed a bill that would reform the Davis-Bacon Act for the first time since 1935 and, by reducing the amount of paperwork contractors must file, would go a long way toward silencing critics who have tried unsuccessfully to gut the act during the past several congressional sessions.

Davis-Bacon, which requires that all federally funded or assisted construction projects pay locally prevailing wages, currently applies to projects of more than $2,000. H.R. 1987, introduced by Reps. Austin J. Murphy (D-Pa.) and William Ford (D-Mich.), would raise that threshold to any new federally funded or assisted construction project worth $100,000 or more and any repair or rehabilitation project of $15,000 or more.

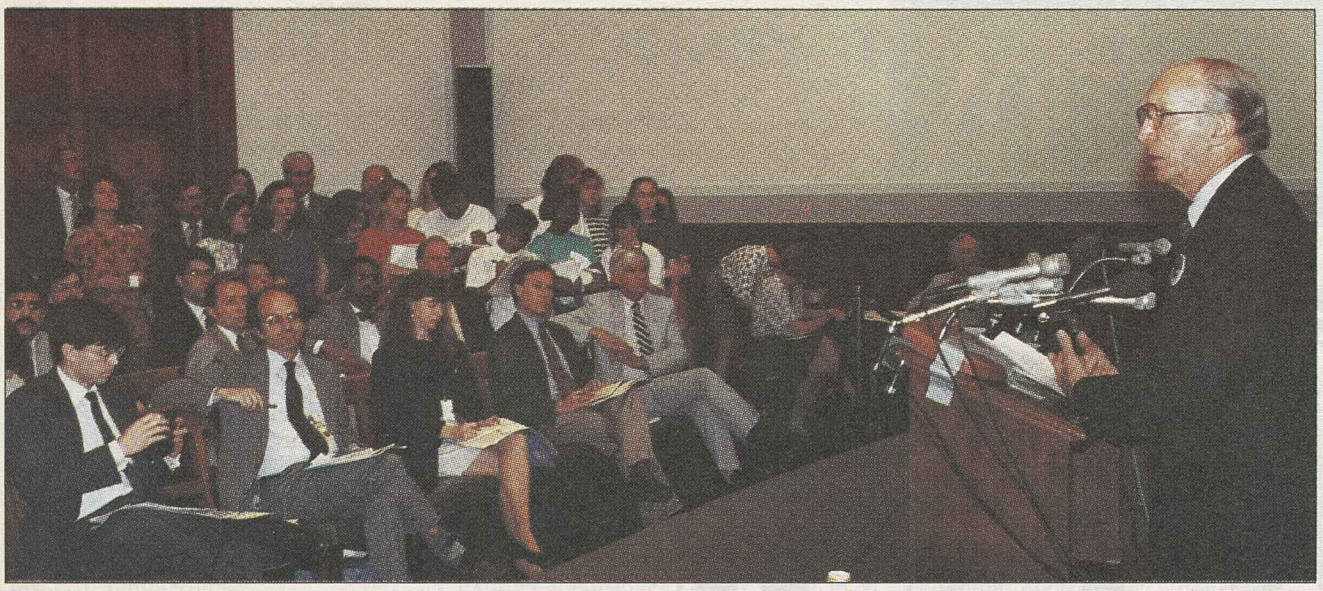
The legislation also would reduce payroll reporting requirements from weekly to monthly, cutting 75 percent of the current paperwork load.

In other congressional action:

DEFENSE WORKERS — Government Employees President John Sturdivant told the House Appropriations defense subcommittee that budget cuts aimed at the Pentagon's civilian work force should be matched by cuts in programs for contracting out and consulting. He also called for an effective economic conversion program for workers and communities whose military bases are faced with shutdowns. The program should include funding for such items as severance pay, retraining, job placement, relocation of displaced federal workers and early retirement opportunities, Sturdivant said.

HATCH ACT — The first step in another battle to reform the Hatch Act and restore political rights for some 3 million government and postal employees was taken when Sen. John Glenn (D-Ohio) introduced S. 914. The bill is similar to last year's legislation, which fell two votes short of a veto override in the Senate. Among other provisions, it would allow government and postal workers to hold office in political parties, to work on campaigns and to run for political office. Action on the bill is not expected soon.

TIMBER JOBS — A labor-industry group is attempting to craft legislation in response to the U.S. Fish and Wildlife Service's designation of 14.8 million acres in the Pacific Northwest as a habitat for the northern spotted owl. If that designation is allowed to stand, the jobs of more than 131,000 workers would be affected. The administration admits that 100,000 jobs could be lost, but refuses to consider any sort of special economic relief for the workers, their families or communities. The labor-industry group has proposed a plan which would establish an "old growth" reserve system and strengthen economic stabilization and worker adjustment assistance.



Steve Yarmola/AFL-CIO News

At a Capitol Hill press conference, AFL-CIO Secretary-Treasurer Thomas R. Donahue tells reporters that almost three-fourths of the voters oppose fast-track authority for a U.S.-Mexico free trade agreement.

'Action plan' full of empty promises

Continued from Page 1

gress since it would restructure the $6 trillion continental economy and affect the U.S. economic relationship with Mexico and Canada for years to come.

He stressed that the consequences of the trade proposal are too critical for Congress to forfeit its constitutional role by extending the fast-track authority and relinquishing its ability to make any changes in the final package.

Responding to Bush's "action plan," the AFL-CIO said it was " essentially . . . a list of promises." Kirkland, speaking at a noon news conference during the Executive Council meeting, recalled that government promises on trade adjustment assistance, going back to the Kennedy administration, had proved to be without substance.

"The program began to cost money," Kirkland said. "When it began to cost money, it came under attack and was eviscerated and nullified through the appropriation process." Attacks on the program by the Reagan administration "succeeded to withering it away to practically nothing. This administration has zeroed it out."

The Bush promise also provides no analysis of how many jobs may be lost to Mexico through plant closures or layoffs, and ignores the shift of numerous U.S. companies to the border maquiladoras that now employ 500,000 Mexican workers producing goods for the U.S. market, the federation said.

Besides making no commitment for trade agreement discussions on adjustment programs for displaced workers, the "action plan" rejects the inclusion of labor standards, worker safety and health, or worker rights, as well as environmental matters.

"The plan rejects congressional participation by emphasizing that any labor and environmental matters will be handled by the executive branch," said AFL-CIO trade specialist Mark Anderson. "This position confirms that the full participation of Congress, through debate and amendment, in any negotiation with Mexico can come only through rejection of the fast-track process."

The "action plan" also skirts around Mexico's workplace problems of safety and health hazards, child labor practices, subsistence wage rates and the absence of effective union representation for maquiladora workers, Anderson pointed out.

Responding to a reporter's question that critics of the Bush trade proposal were branded as racist, Kirkland said it is ironic that the charge "came from a spokesman of an administration that has so vigorously opposed civil rights legislation." He pointed out that the AFL-CIO took the lead in the fight for Title VII of the Civil Rights Act that provides for fair employment practices and is now pressing to correct the damage resulting from recent Supreme Court decisions.

The point needs to be reiterated, Kirkland stressed, "that the chief victims of this fast-track procedure in the United States will not be the privileged. It will be the least privileged of our society . . . workers from a wide variety of national and ethnic backgrounds."

In testimony before a House subcommittee, President Jack Otero of the Labor Council for Latin American Advancement said U.S. Hispanics worry that they will pay for the trade agreement with their jobs.

At the same time, "Our Mexican brothers and sisters will continue to work for slave wages in unsafe and unhealthy conditions," Otero warned.

"The president calls U.S. Hispanic workers fearful of losing their jobs 'fear mongers.' Yes, we are scared stiff of losing our jobs," Otero stressed.

"We already have been the victims of thousands of job losses to Mexico through the maquiladoras — a scheme that has depressed Hispanic employment in the Southwest following the runaway of many U.S. plants to the Mexico side."

Consumer, agricultural and environmental groups have joined unions in criticizing the Bush plan as inadequate and unenforceable.

- Linda Golodner of the National Consumers League, citing the unchecked exploitation of child labor in Mexico, said: "American consumers are being promised less expensive products under a free trade agreement, but at what price to the more than 11 million Mexican working children? If the price of this agreement is ignoring the rights of children, the price is too high."
- Lori Wallach of Public Citizen said the administration's promises to protect jobs and the environment are deficient. She said the White House fails "to offer substantive, enforceable guidelines that would protect U.S. consumers from contaminated meat, pesticide-laden fruit and vegetables and toxic air and water."
- Michael Clark of Friends of the Earth said the administration "has provided a disturbing lack of specifics . . . There is no budget commitment, no staff levels, no mention of a lead agency, no pollution reduction targets."

Similar points were made against the fast-track trade proposal by other members of the labor-consumer-environmentalist coalition that now comprises some 50 groups.

Federation backs 'toycott,' raps Thai coup

The AFL-CIO struck two blows for freedom and democracy in Asia, urging American consumers to boycott toys made in China and calling on the Bush administration to toughen its stance against the military dictators who seized control in Thailand.

The "toycott" was launched by Frontlash and a coalition of pro-democracy Chinese and Tibetan organizations in response to the violations of workers' rights in China and Tibet, including repression of leaders of the Beijing Autonomous Workers Union.

The AFL-CIO Executive Council, in a statement, said "Americans are now awakening to what the labor movement has long known — that China cynically, systematically, and massively uses forced prison labor to produce products for export to the United States and other countries."

The federation will work to have China's Most Favored Nation status withdrawn to send a "strong message to the Chinese government and American business that repression and the tolerance of repression are unacceptable," the council said.

The council also called on the Bush administration to go further in its efforts to restore freedom to Thailand after a military coup d'etat overthrew the civilian democratic government.

In a move to privatize major Thai industries and quash union opposition, the new rulers have quickly moved to destroy the Thai labor unions, the council said.

They sharply restricted a union's right to choose counselors from among trade unionists who do not work in the plant the union represents, severely limited the right to strike and outlawed unions that account for some 150,000 union members, the council said.

The council said the administration has moved decisively to cut direct aid to the Thai government, but it needs to also immediately deny Thailand privileges under the Generalized System of Preferences because of that government's flagrant violation of worker rights.

Maquiladoras steal jobs of U.S. Hispanics

By John R. Oravec

Walk by the employment office any Monday in Salinas, Calif., and you'll see a line of jobless workers a block long.

"It's been like that ever since the J.R. Simplot Co. shut down its foods processing facilities last year and moved to Morelia, Mexico," said Raul Hernandez, secretary-treasurer of Teamsters Local 890.

Many of those in the unemployment line are IBT members, mainly Hispanic women who have worked for Simplot a number of years before their jobs began to disappear last October. By the time Simplot completed the shutdown last December, more than 800 food processing workers were out on the street.

It is much like Watsonville, less than a half-hour drive north from Salinas, where the Pillsbury Green Giant brand food company has laid off approximately 1,000 members of Teamsters Local 912. Their jobs are now at the Gigante Verde plant in Irapuato, Mexico.

Simplot markets its produce under a variety of store chains' private labels. It also supplies French fries to the McDonald's hamburger chain.

In opposing the Bush administration's current U.S.-Mexico trade initiative, the AFL-CIO has called the border plants where those U.S. jobs went a "sneak preview" of what will happen on a much larger scale if Bush is successful.

Based on area standards, the Simplot workers earned a decent wage for their low-skill but demanding jobs, Hernandez said. Their pay averaged $7.50 an hour.

Poverty pay rates

In Morelia, Hernandez noted, Simplot pays its top workers about $7.50 for a full day, although the average wage is closer to 60 cents an hour and most workers earn about $4 a day.

"It's a matter of poor Mexicans on one side of the border and poor Mexicans on the other side," Hernandez said at a National Press Club news conference. "Both are hurt."

In Salinas, some of the former Simplot workers qualified for severance pay and others cashed in on their pension plan, which had been established by Dalgety Foods before the Simplot takeover in 1986. But now, their health care coverage is gone and the workers are struggling to keep their families together.

The economic impact on the community is staggering with the loss of an annual payroll of $7.4 million, Salinas Mayor Russell M. Jefferies said. But especially hurt are the displaced workers who face long-term unemployment, he said.

Hernandez said members of Congress who are supporting the Mexico fast track aren't aware of the problem or simply don't care. "They should come out and talk to us and to our members who are now unemployed."

The shift of U.S. firms to Mexico in quest of cheap wages "boils down to greed — clear and simple," Hernandez stressed.

Simplot's food processing operations in Salinas were fairly profitable for the U.S.-based conglomerate, he said. "But when Simplot stacked up wages in Mexico of 60 cents an hour against what our members were earning, the company ran away."

Anti-Castro unionist freed after 23 years in Cuban jail

By Muriel H. Cooper

Ernesto Diaz Rodriguez, a Cuban trade unionist whose opposition to the regime of Fidel Castro landed him in jail for 23 years, now walks the streets of Miami as a free man.

Diaz, a transport worker and fisherman, was imprisoned for anti-Castro political activity on Dec. 3, 1968. He was one of Cuba's last historic plantados, political prisoners who refuse to be indoctrinated or to wear prison uniforms in defiance of a system they despise.

Diaz and Mario Chanes de Armas, now the last plantado, have been the object of an intense international campaign by the AFL-CIO. Chanes, former head of the Cuban brewery union, has spent 30 years in Cuban prisons. Although his sentence expires in July, Castro is known to hold political prisoners long after they are due to be released.

The federation and its Free Cuba Committee estimate there are some 30,000 political prisoners in Cuban jails and has presented proof of Cuban worker and human rights abuses to the International Labor Organization in Geneva.

"The AFL-CIO and its Labor Committee for a Free Cuba are determined to help our brothers and sisters in Cuba to end three decades of repression under the Castro dictatorship," said committee chair John DeConcini, president of the Bakery, Confectionery and Tobacco Workers, in a May Day statement. "Castro's tyrannic rule has been marked by demagoguery, the trampling of human rights and the total elimination of a free labor movement."

AFL-CIO President Lane Kirkland, speaking at a luncheon honoring Diaz and Chanes during the February Executive Council meeting, described Cuba as ". . . one of the world's worst places to work. . . a place of abusive and degrading working conditions, forced labor thinly disguised as 'volunteerism,' religious and ideological discrimination at the workplace, and relentless pressure to produce more for the glory of the state."

In Miami, Diaz recalled how the Cuban government forced him to listen to high-frequency pitches in a sealed room all day. He said they beat him and shut him in a windowless cell for two months.

The 52-year-old Diaz, arriving at Miami's International Airport April 30, was met by his wife, Olga Margarita, and three grown sons, one of whom he has never seen. Also on hand was a labor delegation headed by Free Cuba committee members Marty Urra, Jose Collado and Mike Ruano, and Steve Slezak of the AFL-CIO Department of International Affairs.

Ruano, manager of the Ladies' Garment Workers Local 415-472 and vice president of the Florida AFL-CIO, is a childhood friend of Diaz.

"He is the same guy, quiet but tough," Ruano said. "He has always been a leader. When we were in school, he always took care of everybody. He was that kind of person."

In 1968, Diaz and four other Cuban exiles, members of Alpha 66, were captured inside Cuba with rifles, pistols and grenades. Their mission was to stir up anti-Castro forces. He was first charged with illegally entering Cuba to wage war and sentenced to 15 years in prison.

Four years later Diaz was charged with conspiring against the government and sentenced to another 25 years.

"I'll continue my battle for human rights and Cuba's liberty," Diaz said. "We don't want bloodshed in our country, but independence. We must set aside our personal differences within the exile community and try to unite in a common cause. . . (the defeat) of Fidel Castro."

In prison, Diaz began writing poetry to maintain his sanity, he said. Three volumes of his work have been published outside of Cuba.

Diaz, who was released because of ill health, now wants to write a book about political prisoners who were executed or died of sickness. "My ideas and principles can never be broken," he said.

Mike Ruano/ILGWU

Ernesto Diaz Rodriguez is greeted by a jubilant crowd of union members and supporters on his arrival at Miami International Airport.

China release of ill unionist seen as ruse

By Michael Byrne

Han Dongfang, the young railway worker who helped create the first independent workers organization in China in 40 years, was released from China's prison system after nearly two years without a trial.

Han, who was released to his relatives in Beijing in very poor health, was arrested in the 1989 crackdown on the Tiananmen Square protesters just one month after he co-founded the Beijing Workers Autonomous Federation.

AFL-CIO President Lane Kirkland, who expressed concern for Han during Senate testimony April 22, cheered Han's release, praising him as "a brave freedom fighter who dared to stand up to the repressive Chinese regime, only to fall victim to systematic abuse and neglect during his detention.

Kirkland noted that thousands of workers who participated in the Tiananmen democracy movement are still in prison, including BWAF members Liu Qiang, Zao Pinlu, Li Jinjin, Zhang Xinchao, Zhang Lishan, Wen Lihua, Cai Shi, Bao Huilin and Yang Xudon.

According to the human rights group Asia Watch, Chinese officials at first refused medical treatment for Han, who "was in a dank and overcrowded cell and infectious diseases were common among the prisoners." Han reportedly is critically ill with a lung ailment, but sources in Beijing have high hopes for his recovery since his release May 1.

Lu Jinghua, a BWAF leading member who managed to escape China after Tiananmen Square, accused the Chinese government of releasing Han to curry favor with the United States during the impending debate on whether to renew China's "most-favored-nation" trading status, which President Bush must address by June 3.

Han Dongfang

Charles Gray, executive director of the AFL-CIO Asian-American Free Labor Institute, accused the Chinese government of "a recurring pattern of cynicism — the release of a few prominent individuals to mollify American human rights concerns immediately prior to U.S. policy decisions that affect China."

Kirkland said the federation "will continue to oppose trade benefits for China, including most-favored-nation status, as long as the Beijing regime fails to respect the most fundamental trade union and human rights, especially freedom of association."

"China's rulers must release the remaining political prisoners and free trade union activists held in its prisons and slave labor camps, and must allow workers to form their own, independent trade union organizations," Kirkland said.

AFL-CIO calls for revocation of OPIC guarantees for Korea

By John R. Oravec

Because of continuing worker rights violations and mass arrests of union leaders, South Korea should be dropped from the Overseas Private Investment Corp. program of U.S. government-backed investment guarantees, the AFL-CIO said.

The Executive Council noted that last year it denounced the violent suppression of striking workers by the Roh regime.

"Regrettably, the government's record since has made it clear that those acts were not aberrations, but a part of a systematic pattern of anti-worker conduct," the council said.

It cited the arrest of 69 Daewoo union leaders last month, attacks on the independent teachers' union, a court ruling that limits union participation in settling labor disputes, as well the failure to reform anti-worker laws imposed by the former military dictatorship.

The council also pointed to President Roh's appointment of an anti-union labor minister who vowed to have measures enacted to beef up the government's domination over unions in crucial labor disputes.

Endorsing a petition initiated by the UAW, the council urged the Bush administration to "take fundamental worker rights as seriously as it does trade relations by revoking Korea's OPIC privileges in accordance with worker rights provisions enacted by the U.S. Congress."

The UAW pointed out in its petition that a 1990 State Department report described the legal framework for labor-management relations in Korea "as the same as it was under the dictatorship of General Chun."

Despite the Roh regime's oppression, the council noted that Korea's local council elections in June that "could establish a grass-roots democracy that would defend workers against the repressive power of the central government."

The council called on the Roh government to lift the restrictions on the Federation of Korean Trade Unions to participate in the electoral process. It also urged the government to "enact labor law reforms that wipe away the vestiges of the former dictatorship, and to help usher in a system of labor-management relations befitting a modern, pluralistic Korean society."

GSP privileges granted

Meanwhile, the White House extended additional privileges to Czechoslovakia, Poland, Hungary and Yugoslavia under the Generalized System of Preferences for duty-free access to U.S. markets on certain new products.

That action had the support of the AFL-CIO.

But the federation opposes the continuation of privileges to seven other countries because of worker rights violations: Benin, the Dominican Republic, Haiti, Nepal, Bangladesh, El Salvador and Syria.

Sudan's GSP privileges were revoked for its failure to meet internationally recognized worker rights standards. The AFL-CIO had petitioned for sanctions against Sudan.

Council takes fast-track case to Hill

Continued from Page 1

be the underprivileged workers on both sides of the border as well as the U.S. communities that already had suffered job loss through plant relocations under the current maquiladora program.

"The AFL-CIO believes in trade and lots of it," Kirkland said. "But we don't believe in forcing workers in this country to compete for jobs with victims of the cruelest forms of exploitation. And we don't think our communities should be placed in a 'comparative disadvantage' merely because they require employers to contribute to a tax base that furnishes schools, roads, sewage facilities and other elements of a decent civilized society."

The council also was briefed by McGlotten on the status of H.R. 55 and S. 5, legislation that would ban "permanent replacements" of strikers, and the federation's grass-roots campaign to push those bills through Congress. **See story, Page 3.**

Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland was presented with a statuette by Vincent Sombrotto, president of the Letter Carriers, marking the NALC's centennial celebration. Seated next to Kirkland is Susan Bianchi-Sand, president of the Flight Attendants.

In other business, the Executive Council:

- Urged the Atlanta committees responsible for staging the 1996 Olympic Games to "protect the community's wage and living standards by requiring contractors to pay their employees the local prevailing wages and to provide them with health and retirement benefits." The statement also urged the groups to adopt a policy using union labor and union contractors.
- Heard a report from Jay Mazur, president of the Ladies' Garment Workers, on the appointment of a 29-member steering committee for a new Asian-American Support Group. The committee will meet June 21-22 to draft a constitution, set bylaws and plan for a convention later this year.
- Received a report from John J. Sweeney, president of the Service Employees, on recent gains in organizing, including the Supreme Court decision that will allow unions to organize hospital workers in eight separate bargaining units.
- Heard AFSCME President Gerald W. McEntee report on the status of the fight against the move in various states to limit the terms of state and congressional representatives. Unions were urged to contribute to Let the People Decide, the national committee leading that campaign.
- Approved, in addition to regularly funded projects, the following contributions: $25,000 for Soviet mine workers; $10,000 for Red Cross Kurdish relief efforts; $10,000 to a radio project for progressives headed by Jim Hightower, and $5,000 for the Vietnam Women's Memorial.

Labor outlines strong bank reform plan

Saying that the nation's financial system is in the most precarious health since the Great Depression, the AFL-CIO is backing a series of banking reform proposals that would serve the interests of all Americans.

The federation's Executive Council issued a statement that condemns the Bush administration's reform plan that "places the interests of big banks and the securities industry over those of the American public."

The council called on Congress to develop and approve a banking reform package.

It called for provisions that include stronger government regulation, a viable deposit insurance program, the assurance of banking services to consumers and local businesses and proper safeguards for bank employees affected by closings and mergers.

Regulators should make sure that weak financial institutions are not allowed to pay high interest rates to attract deposits, and that the banking system emphasizes job-creating, socially responsible investments rather than job-killing, junk bond-financed takeovers and real estate speculation, the federation said.

The council also called for the regulation of non-bank financial institutions, such as insurance companies and securities dealers and the limiting of concentrated ownership and control over financial institutions.

The council also called for a continuation of deposit insurance to protect individual depositors. Pensions and other retirement accounts need to retain the pass-through of individual deposit insurance coverage, the federation said.

Financial industry executives guilty of improprieties should be brought to justice and forced to make restitution, the council said.

To help assure that the public's interests are adequately represented, the AFL-CIO called for a requirement that federally insured institutions fill a prescribed number of board of directors seats with representatives of its constituencies, such as labor, consumers, farmers and small businesses.

The statement said bank workers have a right to fairer treatment, including proper notification of bank closings, pension and health benefits and retraining.

Companies scam workers on Kuwait jobs

A series of scams are hitting unemployed workers where they can least afford it — in the pocketbook — by misleading them about the prospects for jobs in the Persian Gulf.

In New Jersey, one unscrupulous company has been taking advantage of unemployed workers by promising them high-paying jobs in Kuwait — jobs that don't exist.

Omne Maintenance Engineers Inc. ran classified ads in local newspapers promising electricians, plumbers and other trades workers jobs at hourly salaries of as high as $57.50. While Omne did not charge applicants a fee, it had hoped to use the list of names in working with government agencies.

Omne was ordered to notify the more than 4,000 applicants that no jobs exist and to pay a fine of $3,500. New Jersey's attorney general also is investigating three similar scams.

Local branches of the Better Business Bureau have reported that job seekers responding to "Rebuild Kuwait" or "Jobs in the Gulf" ads are told they must pay a fee of up to $95 for more information, job lists or resume services. Another practice the Council of Better Business Bureaus is investigating is the use of 900-number lines that charge as much as $20 per call for useless information.

The BBB council has warned job seekers to be wary of jobs ads for overseas employment — especially those that require an up-front payment. Many "help-wanted" ads placed by job listing companies are selling stale or worthless information, the BBB council said, noting that job seekers have been charged "several hundred dollars for information they compile from public sources such as government listings and other newspaper ads."

One source where applicants were sent, the Commerce Department's Gulf Reconstruction Center, serves as an information clearinghouse for business only and handles no employment requests, the council said.

Information on Kuwaiti-related contracts and reconstruction jobs is available at no cost from local job service or Employment Service offices.

The Labor Department is encouraging employers who may have vacancies in the Persian Gulf to list those jobs with their state employment service. Those openings also would appear in the Interstate Job Bank, a nationwide listing of employment opportunities.

The Building and Construction Trades Department has met with the Kuwaiti ambassador to the United States to discuss the rebuilding effort. President Robert A. Georgine told delegates to the BCTD's legislative conference that the ambassador agreed that at least 70 percent of the reconstruction program should go to U.S. workers.

U.S. is sliding on 'barbaric' training path

By Rex Hardesty

Neither the President nor anyone in Congress has declared, "I opt for a low-wage nation," but national actions over the past 15 years add up to such a policy, the AFL-CIO Executive Council was told at its May meeting.

In the equity of its income distribution, the United States is now last among the 22 major developed nations, Ira Magaziner told the council.

Magaziner is a management adviser who chaired the Commission on the Skills of the American Workforce and co-authored its study, "America's Choice: High Skills or Low Wages."

Magaziner said the report calls for employers to put behind the low-skill industrial traditions taught by Frederick Taylor and opt for a high-skill, high-pay nation rooted in education and job skills. He repeatedly contrasted U.S. attitudes with the progressive nations of the world.

Noting that real wages are down 13 percent over the 15-year period of the study, Magaziner said the United States was fourth in the equity of its income distribution 15 years ago, slipped to 12th 10 years ago and is now last. "Only the top 30 percent is better off," he said.

Just 10 years ago, the United States was the highest-wage nation in the world, Magaziner said, but had been passed by nine nations by the time his group's study began and by 11 nations when the study was completed.

He quoted Aristotle's definition of a civilized society as one that passes advantages to the next generation, in contrast to a barbaric society that plunders, stops to consume, then goes out to plunder again. After 10 generations of national history, he said, the United States threatens for the first time to fulfill the definition of barbaric.

Magaziner described the five major recommendations of the commission:

- Quality control in education from a system that establishes a uniform standard of judging, not unlike the Boy Scouts' system of merit badges at various stages of educational attainment.
- Dropout recovery programs like those in Scandanavia, which recognize the cost to society of low-skilled adults is far greater than the cost of neighborhood centers designed to keep young people in school.
- Overcoming the national bias that favors college and stigmatizes the other 75 percent of Americans despite such achievements as union apprenticeship programs.
- Continuing education beyond the age of the early 20s.
- A comprehensive national policy on employment and training that assigns specific roles to state and federal governments.

Former secretaries of labor Bill Brock and Ray Marshall were co-chairs of the commission, which worked under the auspices of the National Center on Education and the Economy. Labor members were UAW President Owen Bieber, Sheet Metal Workers President Ed Carlough, AFSCME Secretary-Treasurer Bill Lucy, SEIU Local 925 President Karen Nussbaum and Industrial Union Department President Howard D. Samuel.

The report is available for $18 from the center at P.O. Box 16670, Rochester, N.Y. 14610.

Steve Miller/Miller Photography

Approximately 20,000 New York state and city workers rallied in lower Manhattan April 30 to protest proposed cuts under Gov. Mario Cuomo's budget plan. AFSCME District Council 37 President Stanley Hill called for Cuomo to restore taxes cut in recent years in order to save jobs and services.

State taxes favor rich, study shows

Tax progressivity is empty promise

By Sharolyn Rosier

Virtually every state taxes its middle-income families at rates significantly higher than those faced by the richest families, according to a recent study by the Citizens for Tax Justice.

"Too many state governments that are strapped for revenue are turning first to average families, while profitable corporations and rich individuals aren't being asked to do their part," said Robert McIntyre, director of the Citizens for Tax Justice.

Instead of taking creative approaches to their revenue problems, the report stated, many states have resorted to cutting services, increasing the cost of Medicaid and decreasing school funding.

The study found that only Vermont and Delaware have tax systems that are even slightly progressive. However, when federal tax offsets for state income and property tax are included, even these two states fail to meet the test of progressivity.

Tax progressivity — or taxes based on the ability to pay — was the chief attribute of the income tax proposed by Congress and ratified by the states as the 16th Amendment to the Constitution.

Middle-income families in Nevada, Florida, Texas, Washington, South Dakota, Tennessee, Wyoming, New Hampshire, Pennsylvania and Illinois pay taxes at a rate three times as high as the rich in relation to income. These "terrible 10" states have the least fair taxes, the study concluded.

The "terrible 10" typically think of themselves as "low-tax" states. But in Washington, for example, poor families must pay an astonishing 17.4 percent of their annual incomes in state and local taxes, compared with the 9.8 percent the poor pay in neighboring Oregon. Likewise, Texas hits its poorest families with a 17.1-percent tax bill.

The study noted that many of the states that soak the poor the most also are on the list of the ten lowest tax states for the very rich. In Nevada, Texas, Florida, Washington and South Dakota, the poor pay five times more than do the rich.

"Of course, we need taxes to pay for public services," said McIntyre. "But by letting the rich off easy, most states have put too much of the tax burden on those who can least afford to pay."

"The biggest problem," McIntyre added, "is over-reliance on regressive sales and excise taxes rather than on progressive, ability-to-pay income taxes."

The study concluded that only Maryland, Vermont, Delaware, Hawaii, Minnesota and Oregon ask their richest citizens to pay more of their income in state and local taxes. However, the other 44 states and the District of Columbia tax the rich at lower rates than they tax the poor.

"It's sad," said McIntyre. "The best we can say is that there are still a few places where the Rockefellers and the Trumps are asked to pay taxes at slightly higher rates than the Orphan Annies and Oliver Twists of the world."

While middle-income families have barely kept up with inflation and poor families' earnings have fallen short, the incomes of the richest 1 percent of American families have risen 10 percent, the report noted.

At the same time, federal taxes have been slashed on the rich due to tax changes in the late '70s and early '80s, while federal taxes on nine out of 10 families were increased and the federal budget deficit skyrocketed.

Apartment strike brings new accord

New York

Using a strategy of negotiating with individual building owners during a 12-day strike, Service Employees Local 32B-32J won a new three-year contract for 30,000 apartment building workers in the New York boroughs.

The agreement with the Real Estate Advisory Board gives the workers increases in wages, pensions, legal services and health plans, along with an additional personal paid day off and new undergraduate scholarships.

"The successful conclusion of negotiations was due to the solidarity and determination of the membership who maintained solid picket lines," said Gus Bevona, president of the local, of the strike which started April 21. It was the local's first strike in more than a decade.

The Real Estate Advisory Board had demanded a two-tier wage scale, new part-time positions, health insurance co-payments and offered a 2 percent yearly wage increase. During the strike that ensued, Bevona was able to negotiate separate deals with 311 of the 1,400 building owners, sending 3,300 strikers back to work.

Under the new agreement, workers will receive 4 percent per year wage increases, bringing the weekly wage for doormen and porters to $479 the first year, $498 during the second and $518 in the final year. A cost-of-living allowance also is included.

IUE gains contract at "Bridgeknight"

The "Bridgeknight" brandname of Master Apparel of Somerville, Tenn., has been removed from the AFL-CIO boycott list following the unanimous approval of a contract by Electronic Workers Local 282.

Local 282 President Willie Rudd credited the union's success to the fact that the workers at Master Apparel refused to give up in bargaining the first contract. The company, which manufactures men's and boys' trousers and slacks, had been cited by the National Labor Relations Board for threatening workers for union activity.

The contract provides a 25-cent across-the-board increase this year, a wage reopener for 1992 and 1993 and the Martin Luther King Jr. holiday. The company has agreed to provide 100 percent coverage for health insurance.

Montana state workers back to work with pay raise

More than 5,000 Montana state employees, who struck when Gov. Stan Stephens vetoed a pay raise, were back at work after winning increases that were twice that proposed by the governor.

"Montana state workers finally achieved some measure of justice in fighting for pay increases against Montana's Republican governor," said Montana AFL-CIO Executive Secretary Don Judge.

"It was not what the workers wanted or deserved, but they fared better than what had been proposed," Judge pointed out.

The state House had failed to override the veto, falling five votes short of the needed two-thirds majority and setting the stage for the first strike by Montana public employees in 12 years.

The employees walked out with only two days left in the legislature's regular 90-day session. They are represented by three major unions: AFSCME, the Montana Federation of State Employees — an affiliate of the Teachers — and the Montana Public Employees Association.

Three days after the workers went out, the legislature enacted and the governor signed a new wage bill, which provides for a 60-cents-an-hour raise on July 1 for all workers and another 25 cents on July 1, 1992 and 20 cents in January, 1993. The legislature must enact another wage bill to begin July 1, 1993.

The pay plan is complicated by the governor's market-based salary concept. Current state employees' salaries will be compared with the average of the salaries of state employees in other states and private sector employees in Montana. Those employees whose salaries, including the 60 cents raise, fall below the market average will receive another raise of 1/8 of 1 percent for every percentage point below the average.

The state also will increase its health insurance contribution by $240 a year per worker.

Hazardous duty and shift differential pay, recruitment and retention provisions will be negotiated in collective bargaining.

"The unions have already begun negotiations on these provisions and we expect an agreement very soon," said Terry Minow, legislative coordinator of the MFSE/AFT.

The pay plan will cost $34 million, or $6 million more than Stephens' original proposal.

The vetoed pay plan would have provided a 60-cent-an-hour increase each year for all workers.

More than 200 Montana National Guard troops were sent to help operate the Montana State Prison after District Judge Thomas Hanzel lifted a court order barring strikes by guards.

The unions tried to open bargaining as early as January, 1990, but state officials put them off until last October. There had been no meaningful bargaining sessions since December, the judge ruled.

—Sharolyn Rosier

FOCUS

WORKERS MEMORIAL DAY/*Labor's fight for safe jo*

The fight for safe jobs through reform of the Occupational Safety and Health Act and timely enforcement of existing laws was enjoined in more than 100 sites around the country April 28, the third annual Workers Memorial Day.

Trade unionists were joined by public officials, clergy and other supporters for rallies, educational workshops, candlelight vigils and memorial services. The message was clear: "Safe Jobs. It's Our Right."

In Ripley, W. Va., a crowd of 5,000 heard Steelworkers President Lynn R. Williams, chairman of the AFL-CIO Committee on Safety and Occupational Health, call for both OSHA reform and legislation to ban the "permanent replacement" of strikers.

Mine Workers President Richard Trumka, Gov. Gaston Caperton (D), Rep. Bob Wise (D-W.Va.) and AFL-CIO Safety and Health Director Peg Seminario also spoke at the rally near the site of Ravenswood Aluminum Corp., where last year four workers died on the job and 1,700 Steelworkers were locked out by the company and "permanently replaced."

As Caperton upbraided Ravenswood management, the crowd shouted "union, union" and "liberate Ravenswood."

The AFL-CIO currently is seeking legislation for OSHA reform that would give workers the right to refuse dangerous work, as well as other provisions for worker involvement in workplace safety.

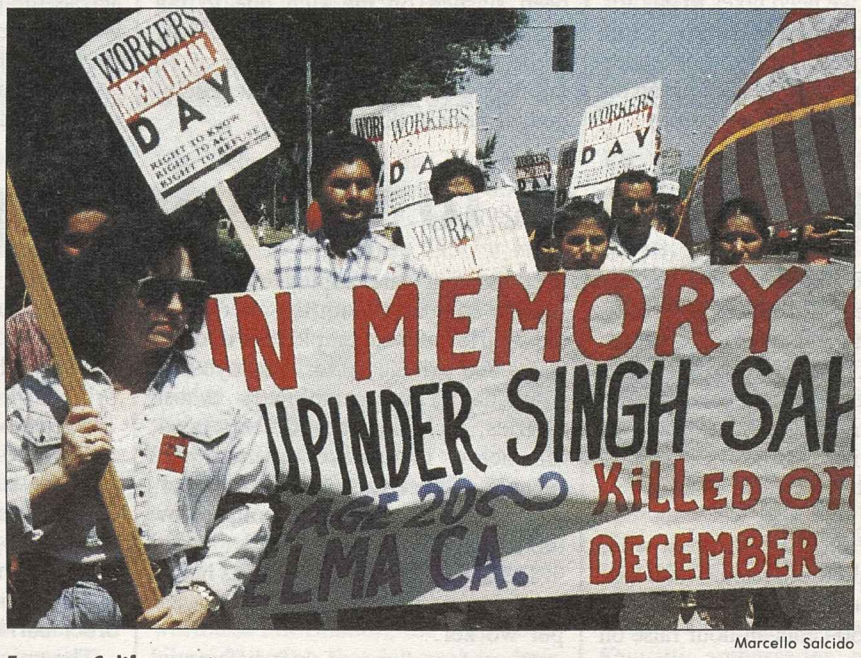
While some states have initiated such legislation — most recently in Connecticut — federal law now leaves many workers, including public employees, without protection.

"Business as well as OSHA realize the need for reform of the legislation," said Seminario. "The task will be to educate Congress on the issue."

In Los Angeles, a professional actress portrayed the 1912 New York Triangle Shirtwaist tragedy, including a quote from the ILGWU of that era: "We need a union to make life better and safer for workers."

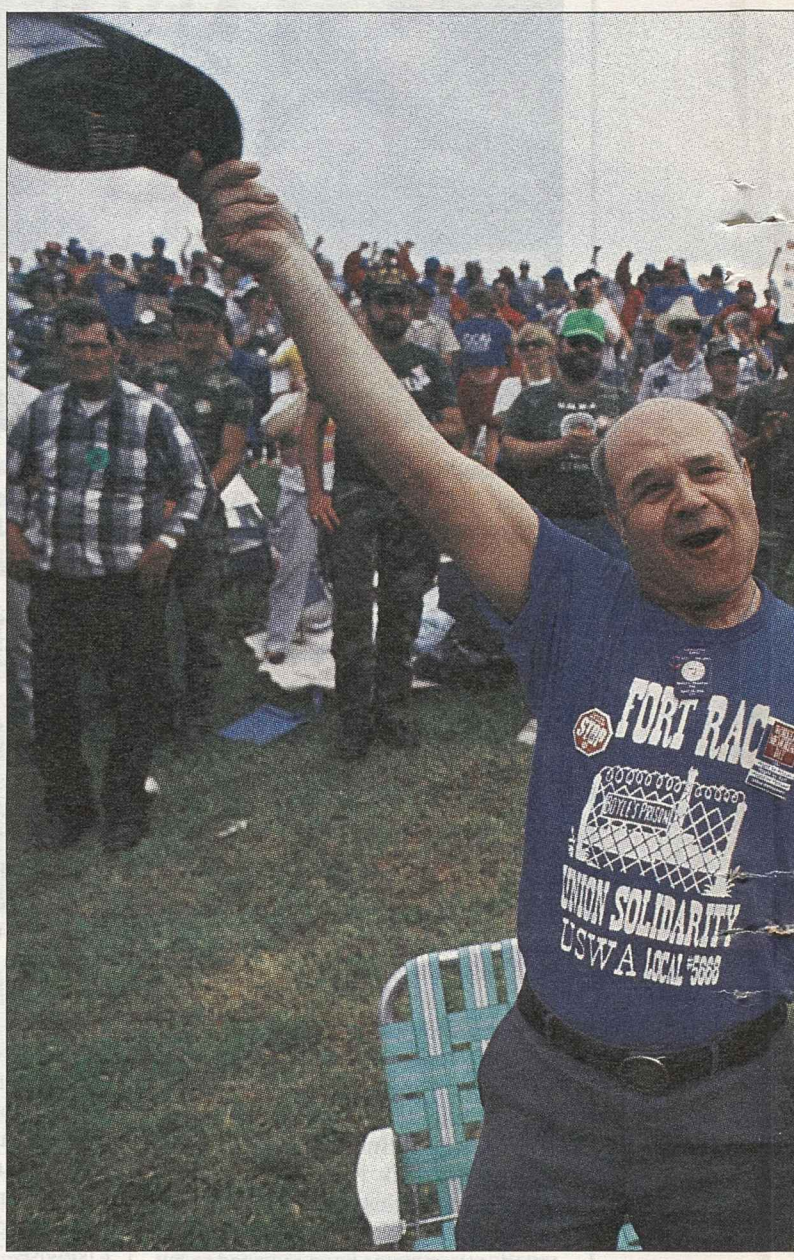
Steve Miller/Miller Photography

A trumpeter heralds Workers Memorial Day ceremonies in New York City.



Marcello Salcido

Fresno, Calif., trade unionists march solemnly as they carry a banner to remember a worker killed on the job last December.



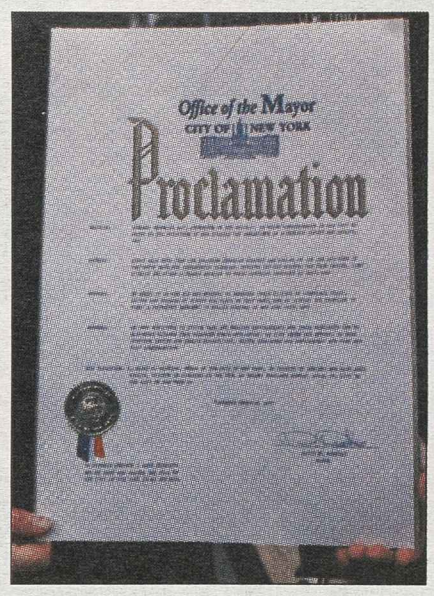
"Permanently replaced" Steelworkers Joe and Jewell Johns cheer alo

A tartar-clad bagpiper plays at the site of a new permanent meme

obs

Lawrence Pierce/Charleston Gazette

along with 5,000 others in Ripley, W. Va., where Steelworkers President Lynn R. Williams spoke.



New York Mayor David Dinkins was among the many local executives who officially proclaimed April 28 Workers Memorial Day.

Anita Marshall/AFSCME

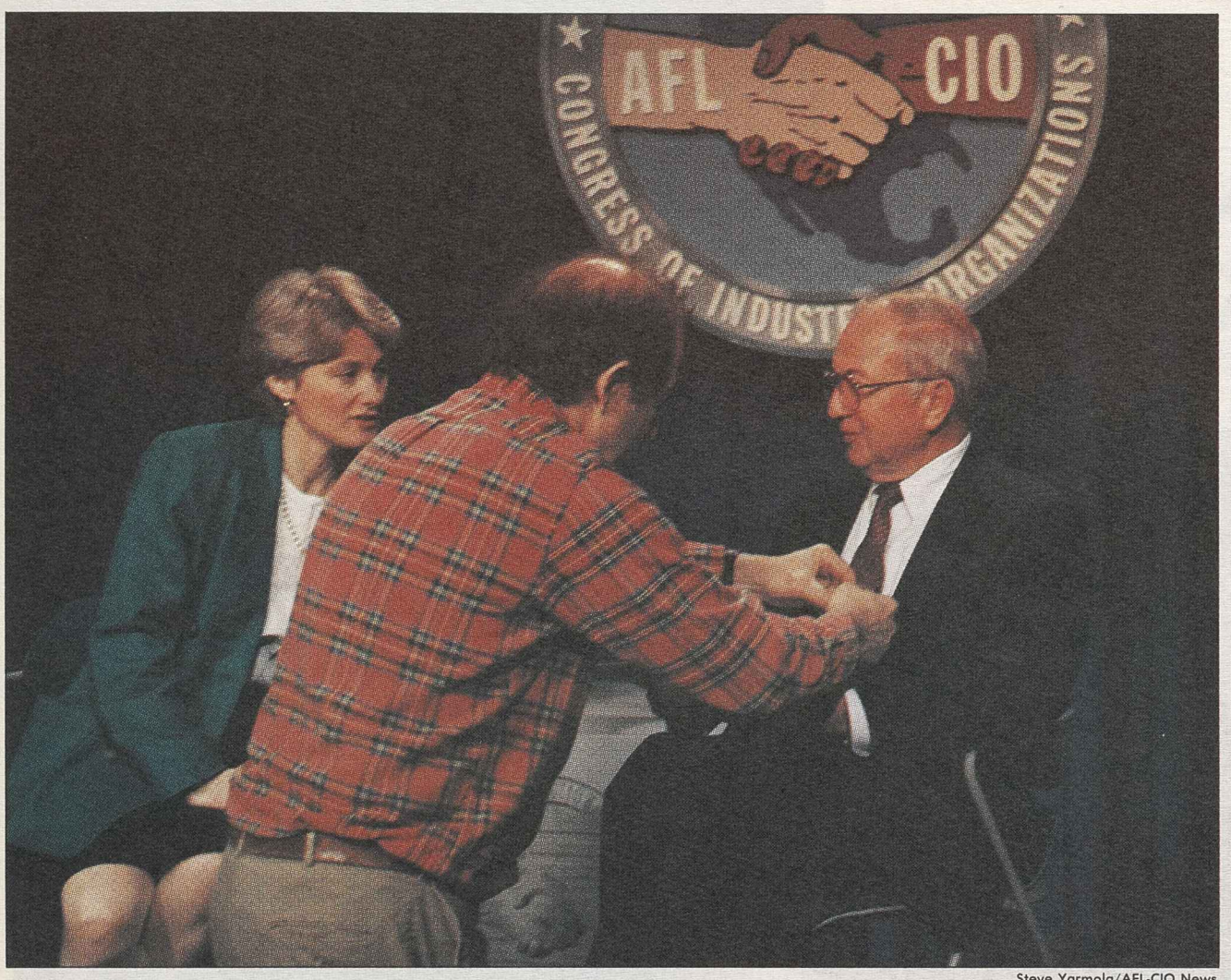
In Philadelphia, AFSCME President Gerald W. McEntee calls for inclusion of public employees in reformed OSHA legislation.

Neal Sacharow

emorial to fallen workers in Harrisburg, Pa.

Gary Shrewsbury

Union members in Lansing, Mich., display the names of Michigan workers killed on the job last year.



Steve Yarmola/AFL-CIO News

Rep. William Ford (D-Mich.) chats with AFL-CIO Safety Director Peg Seminario as his microphone is adjusted by Jim Furlong of the Labor Institute of Public Affairs prior to a national teleconference on OSHA reform at the federation's headquarters. AFL-CIO President Lane Kirkland also addressed labor's concerns on health and safety during the teleconference, which was part of the AFL-CIO's observance of Workers Memorial Day.

Labor endorses construction safety bill

By Mike Hall

American construction workers are being killed on the job at the same rate as 20 years ago, when the Occupational Safety and Health Act became law, three AFL-CIO Executive Council members emphasized in urging a House subcommittee to pass H.R. 1063, the Construction Safety, Health and Education Improvement Act.

Underscoring the need for stronger construction site safety regulations, the witnesses pointed out that construction workers are four times more likely to die on the job as their counterparts in Japan, the United Kingdom and other industrialized countries.

The three AFL-CIO vice presidents — Robert A. Georgine, president of the Building and Construction Trades Department; Angelo Fosco, president of the Laborers; and Sigurd Lucassen, president of the Carpenters — testified during two hearings before the House Eduction and Labor subcommittee on health and safety.

"We need this bill and we need it without further delay," Georgine said. "It will substantially reduce the tragically high numbers of fatalities, serious injuries and occupational diseases that afflict the construction workers of this nation."

An average of 2,500 construction workers are killed and another quarter million are seriously injured in the workplace every year. Since OSHA was created in 1970, Fosco said, "the situation has not improved. The rates of serious injury — requiring time off for recuperation — and the number of days lost as a result, in fact increased."

While OSHA has reduced death and injuries rates for workers in many industries, construction workers "remain the bastard stepchildren of the agency," Lucassen testified.

He noted that in 1969, as the OSHA legislation was being debated, construction workers made up 4 percent of the work force and accounted for 15 percent of workplace deaths. Twenty years later, 5 percent of the work force was made up of construction workers, but those workers accounted for 26 percent of all workplace deaths.

But the death and injury rate in the industry could be even higher. Georgine noted that the National Institute of Occupational Safety and Health (NIOSH) estimates that construction deaths and injuries are underreported by about 60 percent.

The legislation would provide:

- Mandatory contractor health and safety programs.
- An on-site project health and safety plan monitored by a construction safety specialist.
- An improved system for OSHA investigations into fatalities, serious injuries and structural failure on construction projects.
- Establishment of a coherent inspection targeting system by OSHA.
- Development of a group of OSHA compliance officers with expertise in recognizing and correction of imminent dangers and other hazards on construction sites.
- Establishment of a new office of construction safety, health and education within OSHA.

Georgine noted that many of the provisions in the bill reflect what safety-conscious owners and contractors already carry out.

Prosecutors urged to pursue OSHA violators

The AFL-CIO said it hopes the acquittal of five Chicago Magnet Wire Corp. executives criminally charged with endangering their employees will not discourage other criminal prosecutions of companies that willfully injure workers.

Peg Seminario, director of the federation's Department of Occupational Safety and Health, said that "given the limitations in the current Occupational Safety and Health Act and the Department of Justice's unwillingness to pursue criminal cases of this nature, continued prosecution by state and local authorities is very important. It is an important line of defense for workers."

Chicago Magnet Wire Corp. and five of its current and former top executives were acquitted of criminal charges that they knowingly exposed their 43 mainly Spanish-speaking workers to toxic chemicals and hazardous working conditions.

Assistant Cook County State's Attorney Jay Magnuson and more than 100 prosecution witnesses described the sweatshop conditions of the workplace. The defense countered that the company had received only one minor safety violation, despite three inspections in the early 1980s by the Occupational Safety and Health Administration.

Cook County Criminal Court Judge Earl E. Strayhorn found that the defendants knew of the hazardous conditions in the plant and the poor working conditions, but held the state failed to prove the workers' ailments were caused by conditions at the plant.

He found no evidence of reckless conduct or of a conspiracy to operate the plant in a way that caused harm to the workers.

The judge stressed that the company had met federal OSHA safety standards. OSHA inspectors testified they were forced to get court warrants before entering the plant and one OSHA inspector said she threw up after climbing down from the catwalks where the temperature often reached 150 degrees Fahrenheit.

Other witnesses told of windows being welded shut to keep a constant temperature so the enamel used in wire coating wouldn't spoil.

Top 10 firms easily escape OSHA's net

Violations ignored; fines largely reduced

By Arlee C. Green

The Occupational Safety and Health Administration declined to levy penalties for 67 percent of the violations found against the top 10 Fortune 500 companies, and cut those penalties it did assess by nearly half, a survey shows.

The survey, conducted by Multinational Monitor magazine, examined enforcement record data going back to 1982 from the federal OSHA and from 20 of the 23 states that conduct enforcement under OSHA state plans.

Peg Seminario, director of the AFL-CIO Department of Occupational Safety and Health, said the survey "confirms what we've known for sometime — that OSHA enforcement of health and safety violations is still relatively weak. While there has been selective enforcement in some industries, strong enforcement is still not a widespread practice of the agency."

"The bottom line is that OSHA has never felt comfortable engaging in real strong enforcement," Seminario said. "Until they do, employers aren't going to take OSHA or health and safety seriously."

Seminario noted that Congress last year approved a sevenfold increase in the OSHA penalty ceiling. "Now we will have to see whether OSHA is going to respond to the congressional action and impose higher penalties on violators," she said.

OSHA's propensity to slash its initial penalties undercuts enforcement to the detriment of workers, Seminario said. Workers aren't included in the settlement process, one of the failings the AFL-CIO seeks to redress through congressional reform of the Occupational Safety and Health Act.

The survey by Multinational Monitor focused on OSHA citations issued to General Electric, General Motors, Ford Motor Co., Chrysler, Mobil, Exxon Corp., Texaco, DuPont, Philip Morris and IBM.

The survey found that GE tallied 1,495 citations, but received penalties in only 382 instances. The initial proposed penalties for those infractions were $252,894 — an amount that was lowered to $151,003. That's an average of $395 per penalty.

For the 10 companies, a total of 1,238 penalties were proposed for 3,812 citations — a 32 percent level.

For the period 1982-89, the number of citations, number of penalties, total initial penalty and final penalty for the individual companies were as follows:

- General Electric, 1,495 citations; 382 penalties; $252,894 initial penalty and $151,003 final penalty.
- General Motors, 747; 262; $796,480 and $609,004.
- Ford Motor, 663; 254; $721,497 and $433,624.
- Chrysler, 350; 168; $1,075,442 and $390,257.
- Mobil, 176; 78; $57,135 and $21,377.
- Exxon, 150; 34; $39,360 and $17,230.
- Texaco, 107; 37; $32,651 and $23,773.
- Dupont, 85; 19; $77,580 and $19,120.
- Philip Morris; 24; 3; $2,280 and $1,700
- IBM, 15; 1; $24,640 and $437.

Union-Industries Show

Spotlight on the future

By James B. Parks

Whether it was the thousands of young people on the show floor or the glitz of high-tech products, the future of American trade unionism was on display at the 1991 AFL-CIO Union-Industries Show in Minneapolis.

The youth, including Boy Scouts and school children who were bused in for an educational day at the Minneapolis Convention Center, were among the nearly 230,000 people who attended the show. They heard talks on the history of the labor movement, followed by special show tours and in-depth explanations of many of the exhibits.

For organized labor, which has a "long and proud history of doing the right thing, the union-industries exhibition is a chance to show the American people who we are and what we're all about," said James E. Hatfield, president of the AFL-CIO Union Label and Service Trades Department.

Under the banner of "Keep America Beautiful — Buy American," the show spotlighted the skills and creativity of America's union labor.

One exhibitor, General Vision Services, a New York-based company, won the third annual Union Label Recognition Award. The company, which sells and produces only union-made vision care products, was nominated by the New York State AFL-CIO Union Label and Service Trades Department. Previous winners of the award include W.K. Kellogg Co. and the Harley-Davidson Co.

Such cooperation between labor and management "is a magnificent demonstration of what people can do. . . in a corporation that understands the concept of people working together," said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

On the show floor, youngsters and adults alike were intrigued by a whirling, smoking, blinking space ship and robot controlled by the Electrical Workers. The Machinists hosted an exhibit of jet engines and the UAW showcased a computerized car of the future.

Concern for health and the environment were evident on the show floor. The Steelworkers and Service Employees offered free blood-pressure testing while the Retail, Wholesale and Department Store Union controlled a Heinz Ketchup "envirobot" that encouraged people to recycle.

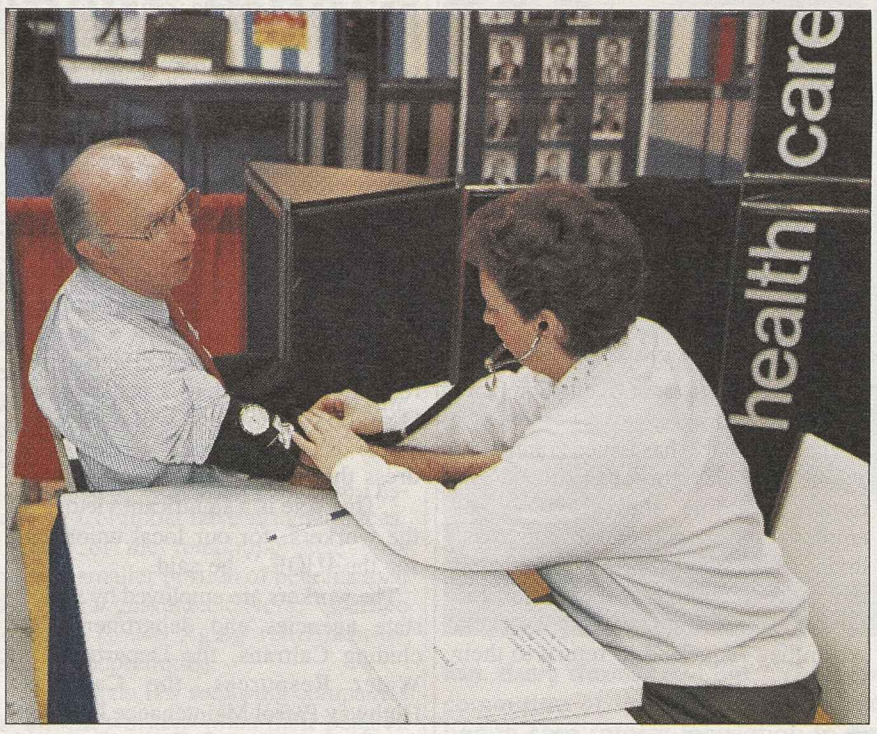
The Food and Commercial Workers conducted a two-day judged competition featuring some of the nation's top hair fashion designers.

One of the perennial favorites of the show was on display again: a hands-on demonstration of glass blowing by members of the Glass, Molders and Pottery Workers.

More than $150,000 in prizes were given away, including a $10,000 Harley-Davidson motorcycle and a $6,900 Coleman camper.

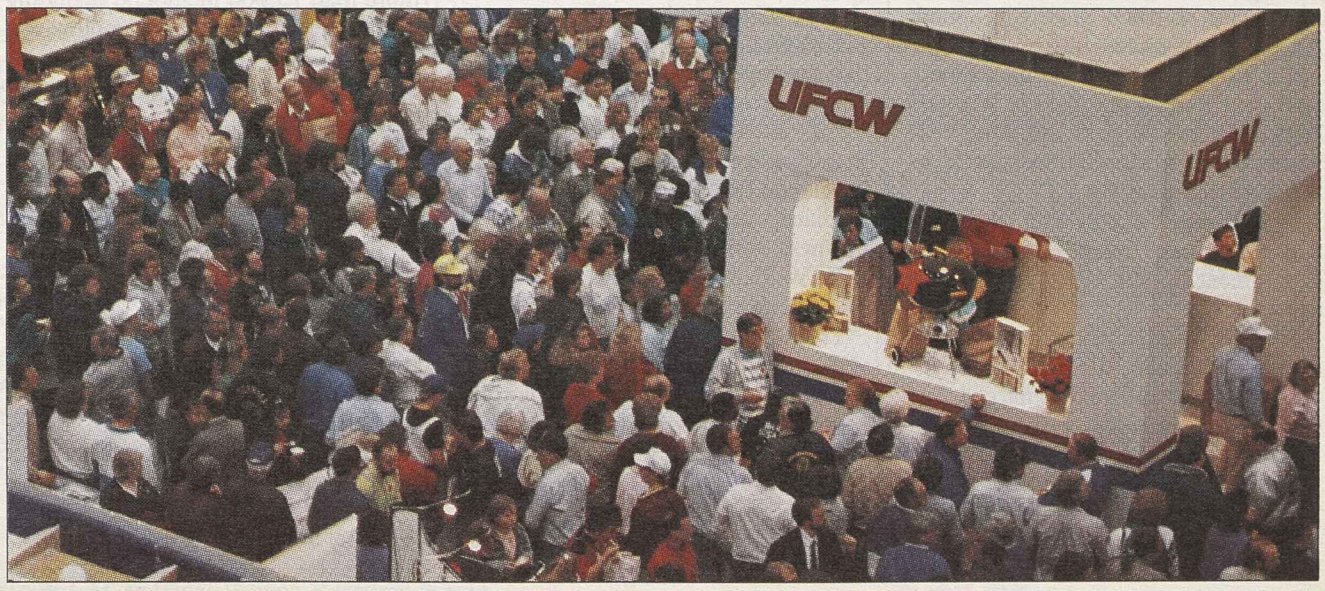
Richard Perry, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, described the show as a "huge success," crediting the cooperation of local labor leaders and central bodies. Dennis Kivikko is the show manager for the department.

An exhibit by the Communications Workers draws two very interested observers.



Variety is the watchword for the 1991 Union-Industries Show. Thousands sample food and check out a hair fashion display at the UFCW exhibit, below. AFL-CIO Secretary-Treasurer Thomas R. Donahue gets his blood pressure checked at the Service Employees exhibit, above, and children marvel at the size of an aircraft engine made by the Machinists.

Photos by Bill Burke/Page One Photography



UNION NEWS

CWA suit on illegal wiretaps gets go-ahead

Nashville, Tenn.

A Communications Workers class-action suit charging Northern Telecom Ltd. with illegal wiretapping and invasion of privacy received a boost when a federal judge denied the company's twin petitions for its dismissal.

"This is an important victory for Northern Telecom employees and for the right to privacy in the workplace," said CWA President Morton Bahr. "This is one of the most egregious cases of illegal invasion of privacy in the history of U.S. labor relations and it is time that Northern Telecom be held accountable for its actions."

The suit, filed last Sept. 11, charges that Northern Telecom, which manufactures telephone equipment at its Nashville, Tenn., plant, bugged the pay telephone in the employee cafeteria and recorded hundreds of hours of employees' conversations. Further, the suit says, microphones hidden in the overhead sprinkler system and light fixtures were monitored by plant guards.

Actual tapes of the monitored conversations have been handed over to the U.S. district attorney's office for consideration of possible criminal action.

The suit was filed by the CWA, Local 3879 and its president, Jesse Parrish, and two school board employees who were surreptitiously taped, Bernice Christianson and Joyce Carr. It estimates the company eavesdropped on about 1,000 persons, including upward of 500 employees in violation of Title III of the federal Omnibus Crime Control and Safe Streets Act and the privacy laws of Tennessee.

Attorneys for the company, a subsidiary of Northern Telecom of Canada, attempted to have the suit dismissed on the grounds that it was barred under federal law by the statute of limitations and that Tennessee law does not recognize a tort for invasion of privacy. Judge Thomas A. Wiseman of the U.S. District Court for the Middle District of Tennessee denied both motions in an order issued in mid-April.

The union and other plaintiffs are seeking a permanent injunction to bar the company from continuing such actions.

Salvation Army asked to halt sales to exploitive company

New York

The "nameless" workers at the Brooklyn-based Domsey Trading Corp. demonstrated at the headquarters of the Salvation Army, calling on all New Yorkers to stop donating used clothing to the charitable group until it agrees to stop selling second-hand merchandise to Domsey.

The Domsey workers have been dubbed "nameless" because of the company's policy of forcing the mostly Haitian and Hispanic immigrant workers to wear numbers by which supervisors address them instead of using names.

"The Salvation Army is contributing to the gross exploitation of some of the most vulnerable workers in America," Edgar Romney, executive vice president of the Ladies' Garment Workers, told the demonstrators, "and to a shady international trade that is destructive to the economies of some of the world's poorest nations.

"Most people think the used clothing they donate to the Salvation Army goes directly to help needy people," Romney said. "In fact, the clothing is sold for a hefty profit in African and other Third World countries through a handful of greedy middlemen — used clothing export companies including Domsey."

The AFL-CIO has asked the Salvation Army and Goodwill Industries to stop selling the used clothes to Domsey, "which is making money off people's charity," said Joe Velasquez, director of the federation's Department of Community Affairs.

The Salvation Army has sold used clothing to Domsey both directly and through brokers. The trade in used clothing is so destructive to the domestic economies of countries in Africa that it is outlawed in both Nigeria and Kenya, the ILGWU said.

Domsey pays its employees poverty wages with virtually no benefits. When workers there sought to organize a union, Domsey illegally fired pro-union employees, and the rest of the workers walked out in January 1990 to protest the dismissals.

Domsey is currently the subject of National Labor Relations Board complaints alleging numerous cases of racial and sexual harassment by the company against its workers.

The NLRB also has issued complaints against Domsey for other illegal actions, including the discharge of employees for pro-union activities, threats to workers aimed at influencing their votes on union representation and failure to reinstate striking workers when they requested to return to their jobs.

ACTWU forces financial giant to drop its South African ties

The J. P. Morgan and Co. said it will stop serving as a conduit for Americans to own shares in South African companies.

The decision came less than a month after the Clothing and Textile Workers launched a campaign to discourage investments with Morgan because of its South Africa ties.

"This sends a powerful signal to South African businesses and the government," ACTWU said in a statement.

ACTWU, which had asked state and city governments to review their investments with Morgan, charged that the holding company helped finance South Africa's apartheid system by legally issuing American Depository Receipts (ADRs) for South African businesses.

ADRs are proxies for stocks in overseas companies that are not registered with the Securities and Exchange Commission. They can be traded on the American stock market, pay dividends and the holder can vote on corporate governance issues.

"It is our hope that state and municipal agencies with anti-apartheid legislation and policies in place will immediately call on Morgan to cease its business activities in South Africa," said William Patterson, director of ACTWU's corporate financial affairs.

The Massachusetts state government, at the urging of ACTWU and state Rep. Byron Rushing (D-Boston), notified Morgan that it was reviewing the company's ADR policy before deciding whether to allow it to underwrite state bonds.

Less than three weeks later, Morgan dropped out of the ADR business.

Inbrief

Operating Engineers gain unit of 10,500

Sacramento, Calif.

More than 10,500 California state maintenance and craft workers voted for the Operating Engineers as their new collective bargaining representative.

The IUOE defeated an unaffiliated union, the Alliance of Trades and Maintenance, in the monthlong, mail-ballot vote, conducted by the California Public Employee Relations Board.

Operating Engineers President Frank Hanley said the result "is a mandate from these workers for effective representation. And that is just what the Operating Engineers will deliver to them: the best possible service to address their needs and desires.

"This vote is a significant victory for the workers, for our local unions and for the IUOE," he said.

The workers are employed by various state agencies and departments, including Caltrans, the Department of Water Resources, the California Highway Patrol Maintenance Division, the Department of Corrections, the Department of Parks and Recreation, state-run universities and hospitals and a host of others.

The state employees will be merged into four existing IUOE local unions in California, which already represent more than 75,000 members, including more than 16,000 public employees.

GCIU wins second unit at Arcata Graphics

Workers at Arcata Graphics in Nashville, Tenn., voted in the Graphic Communications Union in a rerun election ordered by the National Labor Relations Board.

The victory is the second GCIU win at an Arcata Graphics facility over the past five months, with 460 workers at the plant's West Hanover and Plympton, Mass., plants also voting "Union Yes" in elections.

Workers voted for GCIU representation by a 476-354 margin. The election held last year, which the union lost, was set aside by an NLRB panel that ruled the employer's threats of job loss affected the results.

Then, the company told workers that major clients would leave the firm if the workers voted in the GCIU, and laid off workers despite the vote against union representation.

GCIU organizers said a two-year education campaign was key to the victory, and noted that Arcata didn't keep its many promises.

GCIU organizer Bertram Haft, who coordinated the campaign, said "a number of workers were forced to relocate and take a pay cut" as the company reneged on its promise that workers would not have to travel between the Nashville and Clarksville, Tenn., facilities.

As take-home wages continued to drop — workers were clobbered with a 30-percent increase in insurance premiums and a reduction in work hours — more workers began joining the in-plant committee and support for the union grew.

The Arcata campaign was conducted jointly with the AFL-CIO Industrial Union Department's coordinated organizing program.

Grocery chains agree not to push grapes

The Farm Workers are celebrating a major victory in the table grape boycott as supermarket chains that operate 586 food stores in Southern California have agreed not to advertise or promote table grapes.

The chains are Vons with 329 outlets, Ralphs with 163 and Quality Foods International with 94 Viva's, Boys, Food For Less and Market Basket supermarkets. The UFW had leafletted the Vons stores since last year, urging consumers not to buy grapes there.

The no-advertising, no-promotion breakthrough represents "a real triumph for the grape boycott and deals a severe blow to the table grape industry," said UFW President Cesar Chavez. He credited the victory to the thousands of Southern California consumers who joined in UFW store leafletting, marches, and other demonstrations.

Experts in retailing say that the loss of advertising and promotion can reduce sales of a product by 35 to 50 percent, the union said.

Helen Bernstein, president of the United Teachers of Los Angeles, helped negotiate the understanding between Vons and the UFW that ended their dispute.

Bush pension plan could hurt more than help

By James B. Parks

The Bush administration's pension proposals do not go far enough to provide access to benefits for 42 million uncovered workers and may eliminate some protections, the AFL-CIO said.

While the AFL-CIO has long supported expanding access to pensions, the tradeoffs offered by this plan may hurt workers, said Meredith Miller, assistant director of the AFL-CIO's Employee Benefits Department.

The AFL-CIO is working with members of the House Education and Labor Committee and the Senate Labor and Human Resources Committee on pension legislation.

The administration proposal would provide more access to tax-sheltered retirement plans, like 401(k) programs, rather than defined benefits plans. These sheltered plans are not federally guaranteed and may not cover the financial needs of the retirees, Miller said.

"Do we want, in 2020 or 2040, a generation of people retiring on these plans?" she asked. "We need some minimum standards."

Particularly, Miller said, the administration plan makes only modest proposals to increase the portability of benefits. It does not help employees to transfer their defined benefits if they change employers. At the same time, it makes it harder for employees to cash in their benefits before retirement.

The AFL-CIO is looking at that proposal to determine what impact it will have on workers, Miller said.

Another proposal the federation is studying is the shortening of the vesting period from 10 years to five years for multiemployer plans, especially its effect on coverage and cost.

The administration proposal, dubbed POWER for Pension Opportunities for Workers Expanded Retirement, would make the five-year vesting period universal.

Labor Secretary Lynn Martin claimed the administration's goal was "to add as many individuals to the list of those with pension coverage as we can."

The portability proposal, Martin said, would make it easier for employees who change jobs before retirement age to qualify for tax-free rollovers. And she said it would give employees the option of having their lump sum payments directly transferred to an individual retirement account or to a new employer who is willing to incorporate the payment into its pension system.

The proposal also would eliminate tax breaks, such as five- and 10-year averaging, which encourages people to spend the lump sum rather than reinvesting it in a retirement plan.

Miller questioned the administration's proposals to add 26 million uncovered workers who are employed by small businesses. A small business with fewer than 100 employees would receive reduced administrative requirements in exchange for a 2 percent contribution of its employees' salaries to a pension plan.

Employees would be able to make additional tax-free contributions of up to $4,200, with a 50 percent-match option available for employers.

The base contribution is an important step toward defining what is an adequate plan, Miller said, but 2 percent may not be enough.

The plan could be a boon for employees who have no plans now, she said, but the loosening of some requirements, especially the non-discrimination testing that deals with minimum amounts of coverage and the minimum number of people in the plan, eventually would hurt workers, she said.

The Labor Department estimates that another 12.6 million people could be covered if tax reporting requirements are simplified for all businesses.

The administration plan includes simplifications such as basing the non-discrimination tests on the prior year's contribution, rather than the current year's; changing the definition of highly compensated employee; repealing the rules that combine family members who work in the same business for purposes of pension limitations and clarifying the rules for calculating the taxable portion of pension payments.

Martin estimated that another 3.1 million uncovered workers could be brought in through a proposal to allow tax-exempt institutions and state and local governments to establish 401(k) plans. Miller said the AFL-CIO supports that move.

Another problem with the administration plan, Miller said, is that it does not have a requirement for education of the employees who have to decide what categories of investments they want their fund administrators to make.

> ***"Do we want, in 2020 or 2040, a generation of people retiring on these plans? We need some minimum standards."***
>
> **—Meredith Miller**
> **AFL-CIO Department of Employee Benefits**

Council warns of dangers to pension, benefit funds

The AFL-CIO Executive Council urged its national and international unions to secure guarantees from employers to make up any benefit shortfalls that occur as a result of an insurance company's failure.

The federation also urged affiliates to meet with insurance regulators in states where assets of insolvent insurers are seized to make sure the interests of workers and retirees are fairly represented in those deliberations.

The council action came in the wake of the collapse of First Executive Corp., which wrote billions of dollars worth of life and pension contracts.

Among those most affected by the failure, the council said, are workers whose employers terminated pension plans to recapture "excess" assets and bought annuities at bargain prices.

In a statement, the council also called on Congress to clarify the role of the Pension Benefit Guaranty Corp. in insuring pension plan annuities and to set standards for the purchase of annuities by pension plan sponsors.

Finally it called for an investigation into whether insurance companies should be federally regulated to protect workers and retirees from irresponsible investment practices.

The failure of First Executive prompted a General Accounting Office report that concluded that as many as 4 million workers and their survivors have lost federal protection for their pensions and may not be aware of it.

Affected are those plans that have purchased annuities from insurance companies like First Executive. When the annuities are purchased, the federal PBGC stops guaranteeing the plan.

If the insurance company that wrote the annuity fails, the "retiree is only protected by a crazy quilt of state laws that provide incomplete and varying coverage," said GAO's Joseph L. Delfico.

Louisiana, New Jersey and the District of Columbia have no guarantees. "Many of the remaining state laws cover a smaller portion of benefits than the federal guarantee covers," Delfico told the House Aging retirement-income subcommittee.

There is no law requiring companies to inform workers when their pension plans lose federal protection. In recent years, several companies, especially those involved in takeovers, have terminated their pension plans, withdrawn excess contributions and contracted with insurance companies to provide annuities for employees.

The GAO said 170 life insurance companies have failed since 1975 — 40 percent of them in the last two years. No pensioner has lost any benefit as a result, the agency said.

Steve Yarmola/AFL-CIO News

Rep. Henry Waxman (D-Calif.), chairman of the health and environment subcommittee of the House Energy and Commerce Committee, speaks on health care reform legislation to a meeting of the AFL-CIO Department for Professional Employees Executive Board at federation headquarters in Washington, D.C. Listening, from left, are DPE research associate Pamela Wilson, AFL-CIO Employee Benefits Director Karen Ignagni and DPE President Jack Golodner. Waxman urged labor to continue its push on Capitol Hill for cost containment measures and greater access to and quality of care. At the Executive Council meeting, Health Care Committee Chairman John J. Sweeney, president of the Service Employees, reported on specific legislative measures currently being crafted on Capitol Hill, including a program being developed by Sen. Edward Kennedy (D-Mass.) and others. **See story, Page 16.**

UAW-GM project to provide child care for 40,000 employees

General Motors Corp. and the UAW have announced plans for a regional child care center scheduled to open next year.

The Flint, Mich., center would be available to 40,000 GM employees at 13 manufacturing and warehouse facilities. The center would provide care during two shifts on a five-days-a-week basis.

"Workers who know that their children are well-cared for are more content and more productive in their jobs," UAW Vice President Stephen Yokich and Richard O'Brien, GM vice president of industrial relations, said April 23 in a joint statement. "We believe Flint is the logical choice because we can provide the most benefit to the most people."

Joint funds are to be used for the start-up of the center, which is to be conducted under the supervision of the UAW-GM National Human Resource Center and a child care provider. Ongoing expenses associated with the operation of the center are to be funded by user fees and joint monies, officials said.

The UAW and the Big Three automakers have been working since 1984 on the child care issue, said UAW spokesman Reg McGhee. The 1990 contract reflected a commitment to work toward opening on-site centers, he said.

The union and GM have operated a resource and referral service since 1987 to match up workers with licensed child care providers in their areas. That service is available at 16 plant locations nationwide.

Chrysler Corp. already has broken ground for a child care center at its Huntsville, Ala., facility.

McGhee said he expected Ford Motors would announce similar plans by next year.

ECONOMY

Conflicting jobless reports offer little consolation

By John R. Oravec

Employers lopped 125,000 workers from their payrolls in April even while the jobless rate declined from 6.8 to 6.6 percent — a sharp contrast in statistics as the Labor Department's two employment surveys pointed in opposite directions.

The household survey conducted by the Bureau of Labor Statistics showed that the number of jobless workers dropped by 300,000 from March to 8.3 million. But that is still 1.4 million more on the unemployment rolls than July 1990 when the recession began.

The BLS business establishment survey showed the stretch of layoffs continuing in most sectors. Payrolls dropped by 40,000 in manufacturing, 40,000 in retail trade, 25,000 in government, 20,000 in construction and 15,000 in wholesale trade, while service jobs grew by 20,000. BLS said 1.6 million payroll jobs have been wiped out since the onset of the recession.

BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress that it is unlikely "the economy has improved as much as the household survey suggests." The jobs pickup was almost exclusively in self-employment, she noted, as laid-off workers resort to other sources of income.

AFL-CIO President Lane Kirkland said the federation welcomes the jobless rate decline, but warned that the persistent loss in payroll jobs verifies the grim reality that "this recession is not over."

Kirkland pointed out that "more than 15 million people are out of work or underemployed and more than 1 million workers have been unemployed six months or longer. One out of every seven U.S. workers suffers total or partial unemployment."

Meanwhile, he said, less than half of the jobless receive unemployment compensation. Of the more than 8 million officially unemployed, only 3.9 million were drawing benefits.

"The president and Congress should act now to extend unemployment benefits — and to pass Rep. Thomas Downey's measure to reform the system," Kirkland urged. "The country needs programs to put people to work."

More heavy industry jobs are on the line as General Dynamics Corp. said it would slash its work force by 27,000 over four years. The cutbacks were announced a week after the nation's second-largest weapons maker was among the winners of a multibillion dollar contract to build the Air Force's next generation of fighter planes.

Earlier, McDonnell Douglas Corp. and Grumman Aircraft Corp. initiated a string of layoffs affecting more than 30,000 workers. In early May, General Electric Co.'s aircraft engines division said it would lay off 1,800 workers by the end of July. Cutbacks also are expected at Northrop Corp., which had the losing bid on the new fighter planes.

Seven of the largest states reported jobless rates of more than 7 percent in April: California, 7.4 percent; Massachusetts, 8.3 percent; Michigan, 10.1 percent; New York, 7.5 percent; Ohio, 7.2 percent; and Pennsylvania and Texas, both at 7.1 percent.

According to the household survey, jobless rates eased a bit among most major worker groups, but remained substantially above a year ago: for adult men, 6.2 percent; adult women, 5.2 percent; white workers, 5.8 percent; Hispanics, 9 percent, and teenagers, 18.1 percent. The jobless rate rose slightly for black workers to 12.6 percent.

The average workweek for production and non-supervisory workers on private payrolls declined by 0.1 hours to 34.1 hours. The manufacturing workweek at 40.2 hours and factory overtime at 3.3 hours both rose by 0.1 hour.

Economic signs still point to a deepening recession

The recession-strapped U.S. economy continued to skid during the first quarter of the year, dropping at an annual rate of 2.8 percent after falling 1.6 percent in the last quarter of 1990.

The real gross national product (GNP) shrank by a seasonally adjusted $29.5 billion in the first three months of the year, the Commerce Department reported. The GNP slipped by $16.6 billion in the preceding quarter.

While the decline was not as steep as that of the Reagan recession a decade ago, the 2.8-percent drop was the sharpest since it plummeted 5.5 percent in the fourth quarter of 1981 and fell 5.9 percent in the first quarter of 1982.

The Bush recession is now in its 11th month, based on the findings of the National Bureau of Economic Research.

The GNP report showed that the decline in residential construction deepened in the first quarter, plunging at an annual rate of 26.5 percent after dropping 20.6 percent in the fourth quarter.

Another troublesome factor is the rise in the inflation rate. The fixed-weight price index climbed to 5.1 percent from 4.7 percent in the fourth quarter while the implicit price deflator surged to 5.5 percent from 2.5 percent.

Also raising concerns was the slowdown in the real net gain in exports of goods and services to $11 billion, from $37.7 billion in the previous quarter.

Federal, state and local government spending fell at a 4.8-percent rate after rising at a 9.6-percent rate in the final quarter of 1990. And despite the Persian Gulf war, federal defense spending slipped 0.5 percent after rising 7.5 percent in the previous quarter.

In other economic developments:

- Construction spending declined 1.5 percent in March, more than offsetting a 0.4-percent rise in February that had been the first in 11 months, the Commerce Department reported. March spending fell to a seasonally adjusted rate of $391 billion, the lowest in five years.
- The government's index of leading indicators rose a soft 0.5 percent in March, led by gains in stock prices, money supply and consumer expectations, the Commerce Department reported. But most of the components fell, including a decline in factory orders for consumer goods and materials, higher claims for jobless benefits, a shorter workweek and lower orders for plants and equipment.
- Factory orders dropped 2.8 percent in March, the fifth straight monthly decline, reflecting the persistent weakness in the industrial sector. The Commerce Department report showed new orders for both durable and nondurable goods totaled $226 billion, down from $233 billion in February.
- Most of the major U.S. banks lowered prime lending rates to 8.5 percent from 9 percent for their well-heeled customers, but not for consumers.

The reductions came a day after the Federal Reserve lowered the discount rate it charges for loans to banks from 6 percent to 5.5 percent.

- Productivity in the non-farm business sector rose 1 percent at a seasonally adjusted annual rate in the first quarter, the Labor Department reported.

The pickup, despite the deepening recession, indicates that employers — primarily outside the manufacturing sector — cut payrolls faster than cutting output. However, manufacturing productivity declined at a rate of 0.9 percent as output slipped 10.5 percent while hours worked declined 9.7 percent. Weakness in manufacturing continued to be concentrated in the durable goods sector. Factory productivity had been out-pacing the rest of the U.S. economy until the onset of the recession.

In revised figures on the last quarter of 1990, the Bureau of Labor Statistics said overall productivity declined at an annual rate of 0.7 percent.

Statistics at a Glance

Unemployment Rates

	April 1990	March 1991	April 1991
Unemployment (official)	5.4%	6..8%	6.6%
Unemployed Receiving Jobless Benefits	41.2%	48.0%	48.5%
"Real" unemployment rate*	9.9%	12.5%	12.2%

Payroll Employment

	Change June 90-April 91
All non-farm industries	-1,667,000
Construction	-499,000
Manufacturing	-821,000
Transportation, Utilities	-18,000
Retail & Wholesale Trade	-502,000
Finance, Insurance & Real Estate	-16,000
Services	-414,000
Government	216,000

Consumer Prices

	March '90-March '91
All Prices (CPI-W)	4.6%
Food	3.4%

Consumer Prices—continued

	March '90-March '91
Housing (shelter)	5.1%
Medical Care	9.1%
Energy	4.5%

Workers' Earnings

Real Average Weekly Pay	March '90-March '91
All Private Industry	-2.1%
Manufacturing	-3.0%

Gross National Product

	Last 3 Months 1990	First 3 Months 1991
Real GNP (Annual Rate)	-1.6%	-2.8%

Collective Bargaining

	First Year	Contract Term
Average Wage Increase First 3 months 1991	4.5%	3.4%

*Includes discouraged and part-time workers who want full-time jobs

First-quarter wage settlements up

Unions negotiated wage increases during the first quarter of 1991 averaging 4.5 percent in the first contract year and 3.4 percent annually over the contract term.

The pay packages in the collective bargaining settlements covering 1,000 workers or more are substantially higher than in the contracts they replaced, the Bureau of Labor Statistics noted.

The last time the same parties negotiated agreements, usually in 1987 or 1988, wage gains averaged 1.5 percent in the first year and 2 percent annually over the life of the contract. The lower average stemmed from pay cuts and freezes.

Union-negotiated improvements in benefits, including pensions and health care coverage as well as cost-of-living adjustments and lump-sum bonuses, are not costed out in the basic BLS wage data. Labor economists estimate that the value of employer-paid benefits alone bring union workers about one-third more on top of the percentage gain in straight wages.

The first quarter settlements cover 215,000 workers and account for 1.8 million workers under agreements reached in the 12 months ended March 31. Over the 12-month period, BLS said, settlements provide annual wage rate gains of 3.2 percent during the contract term, compared with 2 percent in the contracts they replaced.

About three-fifths of the workers under settlements reached during the 12 months were in non-manufacturing industries. Their wage increases average 4 percent annually, compared with 2 percent in the manufacturing sector.

But four-fifths of the factory workers are covered by contracts that provide cost-of-living adjustments, lump-sum payments or both. Settlements with COLA clauses also have average pay increases of 1.9 percent per year. Those without averaged 4 percent.

Contracts with lump-sum payments also provide average annual pay raises of 2.2 percent, compared with wage increases of 3.9 percent for those without the bonuses.

Newsmakers

Pennsylvania Secretary of Labor and Industry **Harris Wofford,** a Democrat, was appointed to fill the Senate seat left vacant by the death of **John Heinz** (R) on April 4. Wofford, who was appointed by Gov. **Robert Casey** (D), has been in Casey's cabinet since 1987. He is a former civil rights adviser to President **John F. Kennedy.** Wofford will serve until a special election on Nov. 5 determines who will complete the three years remaining on Heinz's term.

The Milwaukee AFL-CIO re-elected **Thomas J. Parker** to another two-year term as president at its regular monthly meeting on March 20. **Ann L. Crump** of the Communications Workers was elected vice president. **Bruce Colburn** of the Amalgamated Transit Union was elected secretary-treasurer, beating **Jim Heidenreich** of the ATU for the post. Heidenreich had been vice president. **Earl Lepp** of the CWA, the former secretary-treasurer, retired.

Thomas D. Riggle, 44, has been named director of the AFL-CIO's new Department of Computer Systems and Services. Riggle has more than 18 years' experience in the design, development, and implementation of both mainframe and personal computer-based information systems. He has a master's degree in business administration from Northwestern University and academic credentials in computer science.

Robert Trussell, 43, has been hired as a producer/director for the Labor Institute of Public Affairs, the AFL-CIO's television arm. Trussell, formerly the senior producer at Conway and Co. in Washington, has produced and directed more than 250 productions for unions, social coalitions, transportation, corporate employee communications and renewable energy groups. He has a master's degree from Rochester Institute of Technology and has been a visiting professor and consultant at Yale University's College of Art and Architecture's media design studio. He fills the LIPA producer/director slot formerly held by **Neal Sacharow.**

Janet Norwood, 67, commissioner of the Department of Labor's Bureau of Labor Statistics, has announced she will not seek reappointment after 12 years as head of the agency. Norwood, will serve until her term expires in June or until a successor has been appointed.

Baseball Hall-of-Famer **Jim Palmer** has signed up to pitch for a new team — DAD's Day (Dollars Against Diabetes), a project of the AFL-CIO Building and Construction Trades Department. Palmer will appear in a nationally distributed public service announcement heralding the fifth annual DAD's Day, June 15. Last year, some 20,000 union building trades members collected more than $1.5 million. Sheet Metal Workers President **Edward J. Carlough,** co-chair of DAD's Day, said Palmer's "presence gives our effort to strike out diabetes a big boost." This year's goal is to raise more than $2 million from collective sites in 300 cities.

AWARDS

Rep. **William D. Ford** (D-Mich.), chairman of the House Education and Labor Committee, was honored as the 1991 recipient of the annual FAIR Congressional Award in recognition of his 26 years of support for active and retired, federal, postal and public employees. **Vincent R. Sombrotto,** chairman of the Fund for Assuring an Independent Retirement (FAIR) and president of the Letter Carriers, presented Ford the award at FAIR's seventh annual Congressional Awards Dinner. FAIR is a coalition of 31 organizations, comprising both management and labor officials, that represent 6 million active and retired, federal, postal and public workers.

Lois Hartel, district manager of the Ladies' Garment Workers Hazelton/Wyoming Valley District Council in Wilkes-Barre, Pa., received the United Way of America's **Joseph A. Beirne** Community Service Award for 1991 at a United Way conference in Baltimore on May 6. The award, established in 1974, honors the late Communications Workers president who was the first labor representative to serve as president of the predecessor organization of United Way of America.

Hartel is chair of the Pennsylvania AFL-CIO Work and Family Committee and is active with the Greater Wilkes-Barre AFL-CIO and the Coalition of Labor Union Women.

The Cincinnati AFL-CIO Building Trades Council was the winner of the 1991 President's Volunteer Action Award. The council was cited for volunteering more than 10,500 hours of work on converting a vacant 90-year-old grade school building into a dozen apartments for homeless families. Also honored was the San Antonio Building and Construction Trades Council, which received a citation for renovating a battered old house into a haven for AIDS babies. Council President **Bob Salvatore** responded to a request from the United Way, which owned the house, by marshaling volunteers who spent spring and summer weekends on the project. Project Ramp won a citation for Carpenters Local 1301 and Laborers Local 465 in Monroe, Mich., where union members volunteered to build 15 ramps for low-income handicapped individuals.

DEATH

Ernest C. Jones, a former president of the Indiana AFL-CIO, died May 3 at St. Vincent Hospital in Indianapolis after a long illness. He was 67.

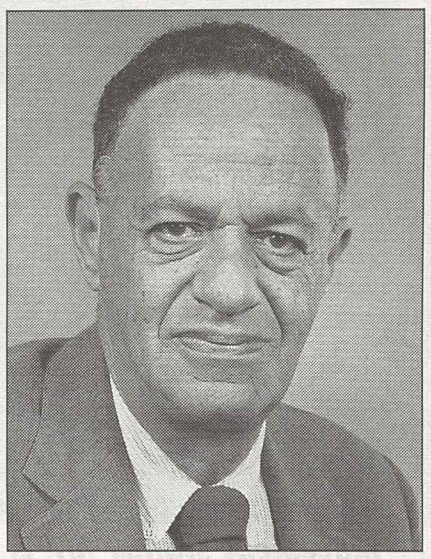
Jones served as head of the state federation from June 1980 until he resigned from the post in February 1989 for health reasons. From 1972-1980, he was president of the Marion County (Ind.) AFL-CIO, which is now the Central Indiana AFL-CIO. Jones began with the Machinists and later held a number of positions in Steelworkers Local 1150.

Indiana Gov. **Evan Bayh** said, "Ernie Jones was a fighter. He fought for all working men and women. Ernie accomplished much, and I am proud to have been a small part of his life and to have been his friend."

He is survived by his wife, Anne, and two children. The family requested that donations be mailed to the Indiana University Foundation — EAF Fund, c/o Division of Labor Studies, 400 E. Seventh St., Poplars 630, Bloomington, Ind. 47405.

CORRECTION

Bernard E. DeLury, director of the Federal Mediation and Conciliation Service, was misidentified in a photo caption in the April 29 issue of the AFL-CIO News. He was seated next to Bakery, Confectionery and Tobacco Workers President **John DeConcini,** who along with Nabisco Brands Vice President **John Butler** received from DeLury the FMCS's first "Director's Award for Excellence in Industrial Relations."



Ken Young

Jim Baker

Kirkland aide Young to retire; Baker to move to Washington

Ken Young will retire as executive assistant to AFL-CIO President Lane Kirkland after the November 1991 AFL-CIO convention, Kirkland told the Executive Council at its May meeting.

Kirkland appointed AFL-CIO European Representative Jim Baker to the post. Baker will move to Washington in the summer.

"All of you who know our working relationship know how much I regret Ken's decision," Kirkland told the council. Young was named to his current post in January 1980, shortly after Kirkland was elected president.

Young, 63, joined the AFL-CIO legislative staff in 1965. He became associate director of the department in 1971 and succeeded Andrew J. Biemiller as director in 1979, the year before he moved to Kirkland's office.

An Army veteran, Young began his union career as an editor and organizer for the CIO's Insurance and Allied Workers Organizing Committee in 1951. He held editorial and research jobs with the Insurance Workers and Industrial Union Department of the AFL-CIO before becoming publicity director of the Electronic Workers in 1963. He left that post to join the AFL-CIO Department of Legislation.

Baker, 37, is a member of the Communications Workers and a former AFL-CIO regional director who went to Paris in 1982 to serve as deputy to European Representative Irving Brown. He became AFL-CIO European Representative in 1986. Baker also succeeded Brown as the U.S. Worker Delegate to the International Labor Organization and as a member of the ILO governing body.

Baker was born in California and grew up in the Northwest. He worked in a Ford plant in California and was a member of UAW Local 560. Baker worked for Frontlash during the 1974 election and later became assistant to the president of the Oregon AFL-CIO.

He worked for labor's community services agency in Portland, Ore., prior to becoming an AFL-CIO field representative in 1975. He was named an AFL-CIO regional director in January 1979.

AFL-CIO Vice President Joyce Miller of the Clothing and Textile Workers addresses the more than 300 women unionists from five continents at the 5th World Women's Conference in Ottawa. Sponsored by the International Confederation of Free Trade Unions and hosted by the Canadian Labor Congress, it explored ways to empower women. Delegates concluded trade unions remain one of the strongest underpinnings of women's rights around the world. A conference report will be referred to the ICFTU 15th World Congress in Caracas in 1992. AFL-CIO Vice President Lenore Miller, president of the Retail, Wholesale and Department Store Union, attended as a delegate and led several discussion-group sessions. Other AFL-CIO delegates were: Susan Dunlop, assistant to President Lane Kirkland; Gloria Johnson, director of social action for the Electronic Workers; Michele Briones, director of international affairs for the Ladies' Garment Workers; and Clara Day of the Teamsters. Cynthia McCaughan, coordinator of women's activities for the AFL-CIO Department of Civil Rights, served as an alternate delegate.

Solidarity Day to draw unions from around world

Continued from Page 1

union members get to Washington.

Concern about health care and the permanent replacement of strikers, or just a strong belief in "what the American labor movement stands for" is drawing union members to Solidarity Day '91, said Vincent O'Brien, the assistant director of the Department of Organization and Field Services who is coordinating the event.

The daylong demonstration will include a march down Washington's Constitution Avenue to the Capitol, as well as speeches and entertainment.

Solidarity Day '91 has three major goals: legislation banning the permanent replacement of strikers, national health care reform and full freedom of association abroad and at home — including full collective bargaining rights for public workers.

The AFL-CIO also is working for participation by trade unionists and government representatives from other countries, especially Eastern Europe.

Perkins told the council that videos outlining the Solidarity Day '91 program have been distributed to affiliates and state and local central bodies, along with camera-ready promotional materials for publications and fact sheets. Decals and bumper stickers were designed and posters will be available by the end of the month.

O'Brien said the project is a "coast-to-coast effort," with unions from Texas and California to the East coast responding with enthusiasm.

> ***"A strong belief in what the American labor movement stands for is drawing union members to Solidarity Day '91."***
>
> **—Vincent O'Brien**
> **Solidarity Day '91 Coordinator**

He noted that many unions are far along in working out their transportation needs, adding that "the sooner you can see problems, the easier it is deal with them."

Most trade unionists will come by bus, and the Amalgamated Transit Union has been working with AFL-CIO coordinators to provide directories of bus companies to unions and central bodies nationwide. Organizers say a total of 5,800 buses were needed to bring unionists to Washington for the first Solidarity Day in 1981.

ATU also has been working on helping union-chartered buses gain the necessary interstate permits, certification and liability insurance coverage.

Working with the AFL-CIO Transportation Trades Department, coordinators have been meeting with Amtrak on expanding the rail line's schedule and adding special trains, especially in the Northeast corridor.

Other transportation plans include locating rental vans and negotiating charter arrangements with air carriers, including Northwest Airlines, the Trump Shuttle and others.

The AFL-CIO is encouraging affiliates and central bodies to work out transportation schedules as soon as possible, because those numbers are key to determining such needs as tents for shade, water supply, numbers of medical personnel and supplies, bathroom facilities and other on-site concerns.

AFL-CIO Facilities Manager Georgia Dunfee is putting together a housing guide for union members who will be taking advantage of "frequent-flier" deals and staying overnight.

Where geography and finances might limit a union's participation, the AFL-CIO is encouraging those groups to support sending a delegation — with their banners — to Washington.

AFSCME is asking its West Coast locals, which most likely could not send large groups to the march, to instead contribute to help finance the trips of members closer to Washington.

New York, Chicago, Detroit and other cities have canceled traditional Labor Day parades so union members can celebrate together.

Health care reform, family needs campaigns heating up

The AFL-CIO is continuing to work with Congress on legislation to reform the nation's failed health care system, a drive that has been supported by various members of the business and medical community, Health Care Committee Chairman John J. Sweeney reported to the Executive Council.

Sweeney, president of the Service Employees, told the council that the AFL-CIO's health care reform principles have received widespread attention in Congress, with the primary attention in the Senate.

Sweeney detailed a proposal from a group led by Sen. Edward M. Kennedy (D-Mass.) that included the creation of a national commission and a number of other cost containment features contemplated in the council's Feb. 19 statement.

However, Sweeney pointed out that the Kennedy group's proposal would make these measures voluntary. He said that "within the Health Care Committee, we had many heated discussions about ways to reform the health care system, but we had no disagreement whatsoever about the need for mandatory cost containment. All unions and all employers need immediate cost relief."

Sweeney reported that committee members would advise Kennedy that the federation could not support legislation that provides for voluntary, rather than mandatory, health care cost containment measures.

Finally, Sweeney reported increasing receptivity on the part of businesses to the federation's health care reform principles.

Other pressing needs of working families, enactment of the family and medical leave legislation, and negotiations for child care, elder care and flexible benefits were addressed by AFSCME President Gerald W. McEntee, chairman of the AFL-CIO Committee on the Working Family.

He told the council that a staff working group had been created to assist the committee and promote the sharing of information on work and family strategies.

McEntee also distributed a brochure detailing the provisions being sought in child care legislation produced by the AFL-CIO Department of Employee Benefits, and a how-to guide for integrating work and family life at the bargaining table, which was produced by the Coalition of Labor Union Women.

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AFL-CIO NEWS

1 ***Labor warns Congress of fast-track disaster***
AFL-CIO Executive Council members toured Capitol Hill to warn Congress that "fast track" to a U.S-Mexico trade agreement is a shortcut to disaster for workers on both sides of the border.

2 ***Pope blesses role of unions and workers***
Pope John Paul II's encyclical reaffirms the rights of workers and the role of trade unions. The pope warned against celebrating the collapse of communism as a "one-sided victory" for capitalism.

3 ***Rank and file respond on strikebreaker issue***
The AFL-CIO campaign for legislation to ban the "permanent replacement" of strikers is getting a boost from the grass-roots response of union members.

5 ***Anti-Castro activist freed after 23 years***
Ernesto Diaz Rodriguez, a Cuban trade unionist whose opposition to the regime of Fidel Castro landed him in jail for 23 years, is now living in Miami as a free man.

8 ***WMD activities press reform of OSHA law***
Workers rallied on the third annual Workers Memorial Day, urging reform of the Occupational Safety and Health Act and timely enforcement of existing laws.

13 ***Insurance firm failure serves as warning***
The AFL-CIO urges affiliates to get employers to cover any benefit shortfalls that occur as a result of an insurance company's failure.

UNION YES

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AFL-CIO NEWS

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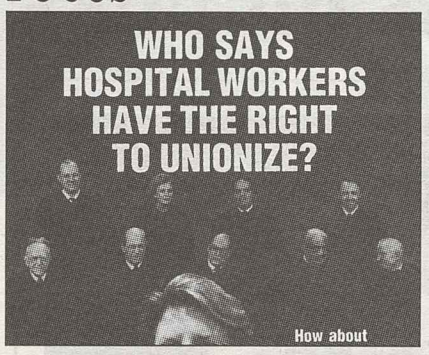
FOCUS



The Supreme Court's go-ahead for eight-unit hospital bargaining rule has spurred unions to stepped-up organizing. **See Page 7.**

Fast track jarred, but not derailed

The Bush administration got its "fast-track" authority for U.S.-Mexico trade negotiations — but not until a nearly 2-1 majority of Democratic House members bolted from their leadership to join labor, environmental and consumer groups in opposition.

The strong Democratic vote against fast track served notice that the agreement that comes back for congressional approval will have to meet the grave concerns of those labor, environmental and consumer groups.

A total of 170 Democrats voted for a labor-supported proposal by Rep. Byron Dorgan (D-N.D.) that would have denied fast-track extension. The Dorgan resolution failed, 231-192, with 21 Republicans and an independent joining the Democrats in opposition.

The AFL-CIO said it was "extremely disappointed that the Democratic leadership in the House joined the administration today in ignoring the public interest and supporting 'fast track.'

"We believe that labor, together with consumer and environmental groups, succeeded at least in forcing the administration to make issues like workplace standards, environmental protection and child labor part of these negotiations," the AFL-CIO said. "Together with those groups, we will closely monitor the process of both the General Agreement on Tariffs and Trade (GATT) and the U.S.-Mexico proposal."

"We expect the House, as its leadership has consistently stated, to use its rules to make certain that the administration promises are fulfilled and that the interests of working people are protected," the AFL-CIO said in the statement following the House's May 23 action.

After the narrow defeat of the Dorgan resolution, the House approved the nonbinding Gephardt-Rostenkowski resolution that contains no enforceable mechanisms on U.S. job losses, border environmental problems and other issues it mentions. It endorses the Bush administration's so-called "action plan," which AFL-CIO President Lane Kirkland said was "as vapid as dishwater."

In a letter to all House members, the AFL-CIO called the sense-of-the-Congress resolution "meaningless" and said the federation would not support it.

Local union officials and members talked to senators and representatives during recesses, Kirkland and federation Secretary-Treasurer Thomas R. Donahue met several times with congressional leaders and the AFL-CIO Executive Council suspended the second day of its May 8-9 meeting, enabling council members to visit Capitol

Continued on Page 4

Solidarity Day has message for all workers

Non-unionists agree on strikebreaker ban

By Muriel H. Cooper

When labor and its allies gather in Washington on Aug. 31, Solidarity Day '91, they have a message for every worker.

The Solidarity Day march and rally will call attention to the need for health care reform, for the right of freedom of association both at home and abroad and for the need to pass legislation to ban the "permanent replacement" of strikers.

While the strikebreaker ban is perceived to be a union issue, it has ramifications that go far beyond organized labor.

"The fact is that when workers can see their one, small piece of the American dream ripped out of their hands, all of us are threatened, every job is at risk, and every American has to know that they could be next," said AFL-CIO Vice President Richard Trumka, president of the Mine Workers.

Trumka assails the "scab culture" developed during the Reagan-Bush era and says the challenge is more than to reform laws, but to "change how Americans view their relationships with one another." Raising public consciousness will help restore the values of unity and pride to all members of the working class, he said.

The common principles and goals of workers are at the heart of the Solidarity Day rally. Labor is finding new allies daily in its drive for health care reform that includes quality care at an affordable price for every American. At the core of this struggle and the fight to change the nation's labor laws is the freedom of association essential for workers to advance their own causes.

Milwaukee Labor Press

Solidarity begins on the home front, where workers rallied recently at the Milwaukee office of Sen. Robert Kasten (R-Wis.), urging him to support legislation to ban "permanent replacement" of strikers.

Reinforcing the universality of these causes, labor will be joined on Solidarity Day by allies among civil rights, consumer and religious groups.

The most recent support for the ban on "permanent replacements" comes in a statement from the Council of Bishops of the United Methodist Church, the nation's second largest Protestant denomination. That follows the support by the Catholic bishops and an interdenominational group of religious leaders.

"The use of permanent replacement workers upsets the balance of power critical for achieving peaceful, negotiated settlements between labor and management," the Methodist statement declared. "As a result, both collective bargaining and the democratic values that created this nation are under attack."

Few understand this tilt toward management as well as Eric Sparks, a former Greyhound bus driver who plans to make his voice heard in Washington on Solidarity Day.

Sparks, a member of the Amalgamated Transit Union Local 1150, was "permanently replaced" by Greyhound when the ATU went on strike more than a year ago.

"As long as they can hire someone else, the company doesn't have to participate in collective bargaining," Sparks said. "It should be that two parties sit down at the table and negotiate. A lot of our members are disillusioned about the whole process."

The House version of the bill to ban "permanent replacements," H.R. 5, was passed out of the Energy and Commerce Committee by a voice vote May 21, and is expected to go before the full House in early summer. The Senate will then begin various committee hearings

Continued on Page 4

Teleconference will explain major issues

The AFL-CIO will preview Solidarity Day '91 on June 11, when a national teleconference will beam to 19 sites around the country a presentation on the campaigns for health care reform and a ban on striker replacements.

The teleconference, which will originate at the Labor Institute of Public Affairs' studio at the federation headquarters, will be from 1:30 to 3:30 p.m. EDT. After the program, participants will field telephone calls from the regions with any questions that cannot be answered on-site.

The regional sites, along with the contacts for more information, are:

Albuquerque, N.M., University of New Mexico, Woodward Hall. Steve Bieringer (303/820-2801).

Anaheim, Calif., Disneyland Hotel Grand Ballroom, David Sickler (415/398-7152 or 213/387-1974).

Atlanta, IBEW Hall, Ron Martin (404/766-5050).

Austin, Texas, KLRU-TV Studio 6-A, Al Williams (512/477-1811).

Baltimore, Masters, Mates and Pilots school, Al Snyder (301/859-5700).

Chicago, Triton College Center Rooms 201 and 202, Charles Stott (708/255-4747).

Cincinnati, WCET Channel 48 Studio B, Jim Freeman (615/333-9891).

Denver, Flash Video Studio, Steve Bieringer (303/820-2801).

Detroit, Radisson on the Lake Auditorium II, Charles Stott (708/255-4747).

Harrisburg, Pa., USWA 1688, Walter Waddy (301/644-1010).

Idaho Falls, Idaho, University Place Auditorium, Edward Collins (206/284-6611).

Nashville, Tenn., Paperworkers Union Building, Jim Freeman (615/333-9891).

Farmington, Conn., University of Connecticut Health Care Center, Link Room, Frank Myers (617/261-4840).

Portland, Ore., Portland Community College, Sylvania Campus, S.T. Building, Room A-1, Edward Collins (206/284-6611).

Raleigh, N.C., Jane S. McKimmon Center, N.C. State University, Ron Martin (404/766-5050).

St. Louis, Graphic Arts Building, L.D. Porter (918/622-0742).

St. Paul, Minn., World Trade Conference Center, Studio Theater, Ray Francis (612/893-9282).

Syracuse, N.Y., Sheraton Inn Cotillion Room, Mary Crayton (212/661-1555).

Tulsa, Okla., Tulsa Marriott Hotel, Salons A-D, L.D. Porter (918/622-0742).

Airline unions take different tacks on talks

By Candice Johnson

Airline unions are pulling out the stops as they brace for more tough bargaining with some of the nation's major carriers.

With talks between the Flight Attendants and United Airlines stalled, the AFA has called on the National Mediation Board to begin the 30-day "cooling-off period," after which union members can take action — including a strike — against the carrier.

The AFA, representing about 15,000 United attendants, has been negotiating with United since 1987, with federal mediators involved in the talks over the past two years.

The Air Line Pilots have reached agreement with United while the Machinists are still bargaining. Negotiations at the financially troubled Trans World Airlines are also up in the air, as TWA owner Carl Icahn is seeking concessions from its three unions — the ALPA, IAM and an unaffiliated flight attendants group.

No pay raise in five years

United had offered the AFA attendants a 2 percent pay raise over a 43-month contract, with no improvements in health, retirement or other benefits. The attendants have not had a pay raise in five years.

Because of the carrier's "inadequate proposals in the areas of wages, retroactive pay and retirement, the flight attendants felt compelled to take this serious step," said Diane Robertson, president of AFA's United executive council.

The AFA members are seeking a pay raise, a 401(k) plan to improve retirement benefits, elimination of personal weight restrictions for attendants and seniority protection in the case of a sale.

United's retirement benefits for attendants lag 38 percent below those offered by Delta and American Airlines — and hourly pay for senior United attendants is about 12 percent less than Delta and American's rates for comparable positions.

The settlement gained by Air Line Pilots at United raises pay rates to current American Airlines scale, with additional increases that boosts rates to those paid by Delta, the highest in the industry.

The agreement, ratified by ALPA's United master executive council and in effect through Nov. 30, 1994, includes new health care cost-containment measures and improvements in the pension, life insurance, dental and 401(k) investment plans.

In the first stages of bargaining at TWA, the IAM won assurances that the company would not sell any other international routes nor other parts of its Kansas City-based operation while bargaining continues. The IAM agreement has been open since January 1989.

The IAM represents TWA's 5,200 passenger service workers, as well as 12,000 mechanics, ramp personnel and other workers. Under the agreement, senior service agents will receive an immediate wage "snapback," restoring wages to levels prior to a 1985 wage cut, while workers hired after January 1986 will receive a comparable salary increase.

TWA must use the proceeds of the sale of the London routes to American Airlines for reinvestment in the company and reduction of debt, and must not pay principal or interest to its debt holders while talks continue, the agreement states.

The interim agreement requires the carrier to take action on grievance settlements already reached by the parties and to take to arbitration a question over the disposition of the former Ozark Airlines' IAM health and welfare plan.

If negotiations cannot produce a settlement, both sides must give 30 days' advance notice of their intent to seek "self help," including the right to strike or lockout.

Icahn also outlined an offer to buy back $1.36 billion of the carrier's debt — estimated as high as $2.5 billion — as part of its restructuring plan.

ALPA called the payout "too generous," noting that the deal would drain TWA's cash supply.

Earlier, the three unions reached an agreement with Tracinda Corp. on a $137 million package of wage and benefit concessions to help the company, owned by financier Kirk Kerkorian, buy TWA. Kerkorian, who promised to immediately invest $250 million into the carrier, stressed he would buy the airline only with the London routes intact.

In other industry developments:

- The AFA is seeking to seize an aircraft, or other Horizon Air assets, to pay a $275,000 judgment awarded to the union. Last year, a federal district court found that Horizon engaged in bad faith bargaining and awarded the union attorneys' fees and costs.

Negotiations are continuing with a federal mediator.

- The AFA reached a tentative settlement with Aloha Airlines covering 230 attendants. Mail ratification ballots will be counted May 31.
- AFA members at CCAir — USAir Express — reached a tentative first agreement with the carrier after two years of contract talks.

Steve Yarmola/AFL-CIO News

Flight attendants from around the world discuss common problems at symposium.

Flight attendants plot global strategies

Flight attendant union leaders from around the world descended on Washington May 16-17 to exchange information on common goals and problems.

The international symposium, hosted by the Flight Attendants, "is yet another step in AFA's program to network with flight attendants worldwide," said AFA President Susan Bianchi-Sand. The discussion of common issues "will help us prepare for action during the globalization of the airline industry," she said.

The jobs and working conditions of flight attendants already are being affected by that globalization, particularly the continuing trend toward deregulation and the threat of international cabotage — the move to allow major airlines to operate routes within other countries.

Paul Juttner of the Aviation Division of the Canadian Union of Public Employees described the impact of deregulation in Canada, in which "we are seeing in one-and-a-half years what took 12 to 13 years in the United States."

Since Canada deregulated its airlines, Juttner said, seven Canadian airlines have disappeared through merger and buyouts while 14 have gone into bankruptcy.

That mirrors the experience in the United States, where 51 mergers and more than 150 bankruptcy filings have occurred since deregulation in 1978. The Bush administration has proposed to extend its deregulation policy, increasing foreign ownership of U.S. airlines from the current 25 percent limit to 49 percent.

Another extension of the deregulation policy — cabotage — was described by Bianchi-Sand as "the most important international issue for flight attendants." Flight attendants and other airline unionists are concerned that allowing strong international carriers to take over national routes will further weaken smaller carriers, costing jobs.

Daniele Jullien of the French Syndicat National du Personnel Navigant Commercial warned that a recent European Community commission had recommended that national airlines share routes with external airlines.

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LEGISLATION

Public work pushed for public good

By Mike Hall

The Bush administration's rosy predictions that the nation's recession is short and shallow cannot cover up the fact that more and more U.S. workers are losing their jobs, AFL-CIO President Lane Kirkland told the House Public Works and Transportation Committee.

Kirkland urged Congress to pursue a broad anti-recession program that would include rebuilding the nation's infrastructure — such as crumbling highways, bridges and other facilities — expanding the unemployment insurance program and building affordable housing for low- and moderate-income Americans.

While government statistics list 8.3 million jobless, a "more realistic count — one that includes discouraged and involuntary part-time workers — escalates the total...to 15.4 millon Americans," Kirkland said.

In the past two months alone, 365,000 U.S. jobs have disappeared, 1.7 million since last summer, he said. In past recessions, he noted, unemployment jumped by about 3 percentage points and did not come back down for several years after the "official" end of a recession.

Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland calls for jobs programs to address U.S. infrastructure needs. At right is Legislative Director Robert M. McGlotten.

Continued joblessness

Kirkland presented data compiled by the AFL-CIO Department of Economic Research that showed, for example, that it took more than four years for the jobless rate to fall below 6 percent after the 1982 recession. In the construction industry, it took seven years for the jobless rate to drop from 20 percent to 10 percent after that recession. Today that figure is 15 percent.

He called for a revamping of the unemployment insurance system that is now paying benefits to only 37.3 percent of the jobless and a six-month extension of benefits for the long-term jobless.

But the creation of jobs for Americans is the key to any recovery from the recession, Kirkland said.

"Working American families have borne the brunt of this recession and cannot wait that long for relief," he said. "They need jobs now and they have every right to demand that their government recognize the severity of the problem and take steps to solve it."

The administration has done nothing but proclaim "to anyone who will listen that 'prosperity is just around the corner,'" Kirkland said. "A number of factors suggest that prosperity is not right around the corner: continued decline in the number of jobs, the weakness of real estate, troubled state and local governments, a faltering banking system and high levels of debt."

The longer the administration sits on its hands, the more costly the unemployment problem becomes, he said. Each 1 percent of unemployment costs the U.S. Treasury $33 billion in lost taxes, unemployment payments, welfare, food stamps and other costs.

Investment benefits

"Now compare that to the fact that every billion dollars spent on public works projects will create between 15,000 and 22,000 jobs — half of them in construction and half in other industries such as manufacturing, mining, transportation and services," Kirkland said.

A cornerstone of any effort to create jobs is the "critical task of rebuilding the nation's badly deteriorated highways, bridges and mass transit facilities," he said.

Committee Chairman Rep. Robert Roe (D-N.J.) is expected to introduce legislation to reauthorize the Surface Transportation Act, which is expected to accelerate the reconstruction program and pay for it with an additional five-cent a gallon gasoline tax. The AFL-CIO supports that proposal, Kirkland said.

There are now two versions of the reauthorization already introduced — the administration's bill and one by Sen. Daniel P. Moynihan (D-N.Y.). But the Bush proposal falls short in several areas, including funding levels, cost-shifting to hard-pressed states and the lack of Davis-Bacon and other worker protections.

Moynihan's bill moves away from traditional highway and mass transit funding with the creation of metropolitan planning organizations (MPOs), which would have complete discretion over how funds would be divided between highway and mass transit spending. The AFL-CIO believes these MPOs need further review.

New ideas

However, Kirkland noted, "with the interstate system all but complete, America is entering a new era with regard to how highway and mass transit projects are funded. We understand that there are a lot of new ideas out there and we are not afraid to take a good look at them."

Along with highways and mass transit, infrastructure rebuilding should include water and sewage facilities and toxic waste cleanup. Any legislation to rejuvenate the nation's infrastructure should include strong Buy American provisions.

U.S. ratifies ILO convention on forced labor

The Senate unanimously approved a convention to abolish forced labor. With President Bush's signature, the United States joins 109 other nations pledged to enforce the human rights pact.

The agreement is the International Labor Organization's Convention 105 on the Abolition of Forced Labor. The ILO is the only agency of the United Nations with tripartite membership — that is, with representatives of labor, employers and government. Founded as a League of Nation's organization in 1919, it is the oldest UN agency.

It has been 28 years since President Kennedy asked the Senate to act on the forced labor convention. While business leaders originally opposed it, Abraham Katz, president of the U.S. Council for International Business, said he is satisfied with the "understandings" worked out through four years of Senate hearings.

Of the 168 ILO conventions, the United States has ratified only 10.

The old American Federation of Labor in 1947 asked the UN and the ILO to investigate forced labor, AFL-CIO President Lane Kirkland testified before a hearing of the Senate Foreign Relations Committee in April. Two inquiries confirmed the existence of forced labor in Soviet-controlled nations as well as in the Soviet Union and the People's Republic of China.

Kirkland pointed out that China still uses forced labor in its massive prison gulag — labor that is manufacturing products for export, according to documents recently uncovered by the human rights organization, Asia Watch.

ILO Convention 105 bans forced labor in five specific cases: as a means of political coercion or education or as punishment for political views opposed to the established political, social or economic system; as a method of mobilizing labor for economic development; as a means of labor discipline; as punishment for participating in strikes; as a means of racial, social, national or religious discrimination.

— **Press Associates**

Capitol Digest

Even after supporters had crafted a substitute version of the civil rights legislation that strengthened language against the use of quotas, the White House and the GOP continued their attack on the bill. They even revived parts of a 1990 Jesse Helms campaign commercial that linked loss of jobs by whites to affirmative action.

"The unjustifiable charge that H.R. 1 as originally proposed is a 'quota bill' should be put to rest by the changes made in this substitute," said AFL-CIO Legislative Director Robert M. McGlotten.

One of the substitute's sponsors, Rep. Jack Brooks (D-Texas), charged that the White House sees the bill "as a red-hot political issue that they can exploit to the fullest in next year's election."

Ralph Neas, executive director of the Leadership Conference on Civil Rights, attacked the ad, sponsored by Helms's political action committee, as a "reprehensible use of the big lie technique."

The substitute explicitly outlaws hiring and promotion quotas and incorporates much of the language from recent negotiations between civil rights leaders and the Business Roundtable. Those talks broke off after heavy pressure by the White House on the business group.

The bill would clarify the intent of law following several recent Supreme Court rulings that made it much more difficult for individual workers to sue employers who discriminate in the workplace. The bill is expected to come up for a vote in the House by the end of May.

Elsewhere on Capitol Hill:

DRUG TESTING — The House defeated an attempt to require all federal employees under the State Department Authorization Act to undergo random drug testing. The AFL-CIO opposed the amendment, calling it ill-conceived, unnecessary and expensive. Government Employees President John Sturdivant said that, in light of past court rulings, the amendment "would not withstand constitutional review."

FEDERAL WORKER SAFETY— Job safety protections for more than 3 million federal workers in over 100 agencies have been weakened during the past decade due to inaction and low staffing by the Occupational Safety and Health Administration, a House subcommittee was told. The OSHA staff that oversees federal workers has been decreased by two-thirds in the last 15 years, said union witnesses.

FLIGHT ATTENDANTS — The House Public Works Committee reported a bill backed by the AFL-CIO that would set maximum duty time and minimum rest periods for the nation's flight attendants. Although there are rules for pilots, flight engineers and air traffic controllers, there are no federal regulations on the amount of hours flight attendants can work before a required rest period.

Congress allows fast track to Mexico trade

Continued from Page 1

Hill in a coordinated lobbying campaign.

By refusing to block fast track, the House extended the authority for another two years. Fast track was devised 17 years ago but has been used only three times — on the GATT agreement in 1979 and in agreements with Israel in 1985 and Canada in 1988. Scores of other agreements were reached without fast track.

Under the fast-track rule, Congress will not be allowed to make any changes in a Mexico trade agreement, retaining only the right of an up-or-down vote on the final trade document submitted by the White House.

On the eve of the floor debate, AFL-CIO Legislative Director Robert M. McGlotten told House members that an issue as important as the integration of the disparate economies of the United States and Mexico deserves more than just a yes-or-no vote.

"Without fast track, Congress can develop programs that will minimize job loss, improve job retraining, improve the lot of Mexican workers, and protect both consumers and the environment," McGlotten said. "With fast track, these key issues will be shunted aside and ignored."

The federation strongly supported the Dorgan resolution and endorsed a measure by Rep. Sander Levin (D-Mich.) as a substitute for the Gephardt-Rostenkowski resolution. The Levin resolution was kept off the floor in a 274-148 vote on the rule — an anomaly in which the House Democratic leadership's position was opposed by a majority of House Democrats but upheld by solid Republican support.

After three hours of debate, the House approved the Gephardt-Rostenkowski resolution on a 329-85 vote. The Senate also failed to derail the extension of fast-track authority by rejecting a resolution offered by Sen. Ernest Hollings (D-S.C.) that was similar to Dorgan's. The vote was 59-36.

Labor's intense campaign against the extension of fast-track authority began in late winter when U.S. Trade Representative Carla Hills was flatly telling Congress that worker rights, environmental and similar concerns "were not on the table." By May 1, the Bush administration had changed its tune, sending Congress the "action plan" of promises on worker and environmental issues.

Addressing the Detroit AFL-CIO convention prior to the House and Senate action, Donahue urged Congress to take a hands-on role in trade talks.

Ray Crowell/Page One Photography

Airing labor's concerns on the fast track to a U.S.-Mexico trade agreement, AFL-CIO Secretary-Treasurer Thomas R. Donahue talks with reporter Judy Woodruff of the MacNeil/Lehrer NewsHour.

Donahue said the Mexican trade agreement would have a devastating impact on U.S. factory workers. The government's hands-off trade policies, he said, have caused the United States to fall behind Europe and Japan, whose governments are far more involved in their industrial economies.

Kirkland has charged that the Bush administration, to whom a "national industrial policy" is anathema, has by its actions in trade giveaways in fact imposed an industrial policy of low wages.

In testimony before House and Senate committees, union witnesses had documented the loss of some 500,000 jobs to U.S.-owned maquiladora plants already operating across the border, where Mexican workers are exploited with pay of less than $1 an hour.

A study commissioned by the Economic Policy Institute warned that Bush's trade proposal would result in the loss of another half-million American jobs and cost the U.S. economy about $36 billion.

In citing severe U.S. job dislocations, the EPI findings refuted claims that the agreement would spur employment and promote industrial growth.

The only three known polls conducted on the issue all show that the American people are concerned about U.S. job losses.

The May 14 NBC/Wall Street Journal poll shows 47 percent tend to believe the trade agreement would mean a loss of U.S. jobs while 21 percent aren't sure. The May 15 textile manufacturers' poll found that 58 percent think fast track is a "bad idea." An April 22 Garin-Hart poll found that 72 percent think fast track is a "bad idea."

Striker replacement fight enjoined on Solidarity Day '91

Continued from Page 1

on its version of the legislation, S. 55.

Another "permanently replaced" worker, John Becker of UFCW Local 73A in Milwaukee, is now concentrating his time and energy in the Milwaukee AFL-CIO's grass-roots effort to press for passage of the legislation.

"I may not be working on my job, but I'm working hard," said Becker, who was replaced after 30 years with Patrick Cudahy, a slaughtering and meat processing plant. He was distributing leaflets, postcards, buttons and informational fliers at a recent rally, which attracted a wide cross-section of onlookers.

Pulling people together

"When we demonstrated in front of the office of Sen. (Robert) Kasten (R-Wis.) to show our support for passage of H.R. 5 and S. 55, we had about 300 people, including members of the community and church groups," said UAW Local 438 President Robert Peter. "We pulled together all kinds of people."

Local 438 is "using fliers to plaster the state legislature while stirring up public support" for striker replacement legislation, Peter said. The local also is impressing upon union members that the issue affects everyone in the long run. "We are planting seeds in union member minds," he said.

Peter also has contacted several of the unions in the Milwaukee area and is hoping to bring 200 members to Washington for Solidarity Day.

That widespread support for the legislation is borne out by a poll conducted by State University of New York students at Old Westbury in late March. Respondents, by a 2-1 margin, said they believe employers should not have the right to hire permanent replacements for strikers.

The New York assembly is currently studying a proposal to allow the state attorney general to seek an injunction barring replacement workers upon finding such use creates a threat to the public order and safety.

New York City's Labor Day Parade, which traditionally draws huge crowds of labor supporters, is being moved to Washington as part of the Solidarity Day activity. In voting May 16 to move the parade, the executive board of the New York City AFL-CIO urged its 500 affiliated local unions to join in the rally.

The campaign to ban strikebreakers got a boost in Minnesota May 18, when the state House joined the Senate in approving legislation to prohibit employers from hiring "permanent replacements" for workers during a strike or lockout. The bill must now be signed by the governor.

Other states are continuing their efforts in introducing and passing permanent replacement bills.

Legislators from Oregon, Rhode Island, Montana, Pennsylvania, Illinois, Indiana, Delaware and West Virginia are considering a range of proposals. They include measures for ending the practice of hiring permanent replacements during a strike to offering unemployment compensation to strike workers, continuing health benefits to striking employees and barring employment agencies from referring job applications to a struck company.

Replaced Steelworkers cheered by NLRB finding on Ravenswood

Ravenswood Aluminum Corp., which locked out its 1,700 workers last November and hired 1,000 "permanent replacements," committed an unfair labor practice, according to findings by the National Labor Relations Board's regional office in Cincinnati.

"This goes a long way toward proving our contention that the company has been subverting the law all along," said Jim Bowen, director of the Steelworkers District 23. Two other complaints have been forwarded to Washington for a final determination that could result in an injunction against the company.

The NLRB notified the parties that an unfair labor practice complaint would be issued against RAC unless it agrees to settle the allegations that it unlawfully delayed and refused to furnish various safety studies necessary for the performance of the union's collective bargaining duties.

Five workers have been killed at the plant during the past 18 months. "RAC has compiled the worst record of fatal injuries of any plant in the metal industry in the entire U.S.,"over that time frame, Bowen charged. "It's many times worse than the record (former owner) Kaiser Aluminum had during its 30 years of ownership." Part of the contract dispute stemmed from disagreements over unsafe working conditions, he added.

"Workers suffered constantly from heat stress, hearing loss and even pneumoconiosis, a lung disease caused by inhaling mineral dusts," said Bill Doyle, vice president of USWA Local 5668. "And management consistently failed to record them as the federal law requires."

The NLRB determination on the complaint comes on the heels of a mass rally for Workers Memorial Day. The rally, attended by more than 5,000 people that included union members from as far away as Connecticut, Massachusetts and Missouri, honored the memory of the five RAC workers who died in 1989 and 1990.

"It tells me that the ones who are gone are not forgotten," said a tearful Bobby Rider, whose son Jimmy Lee Rider died on the job last year. "If Jimmy was alive today, he would be proud to stand here. Hopefully, there will be something that will come out of this to prevent a recurrence."

The other two complaints filed with the NLRB charges that the company illegally implemented its final offer and that the company unlawfully "permanently replaced" the bargaining unit employees in the lockout.

OSHA faulted after blast levels plant

8 chemical workers killed in Louisiana

By Arlee C. Green

The Oil, Chemical and Atomic Workers faulted federal inaction on petrochemical industry safety after an explosion at a chemical plant in Sterlington, La., that killed eight workers and injured 120 other persons.

"Will it take a Bhopal on the Bayou before the Bush administration acts to improve safety in the petrochemical industry?" OCAW Secretary-Treasurer Anthony Mazzocchi asked members of the House Government Operations employment and housing subcommittee.

The explosion devastated houses and stores in Sterlington, causing an estimated $50 million in damages. Razor-sharp shrapnel, propelled fast enough to pierce inch-thick steel beams, rained down on the community.

A 150-pound chunk of steel landed behind OCAW Local 4-786's union hall, three-quarters of a mile from the plant, where a temporary morgue was set up. Three of the eight persons killed were members of Local 4-786. They worked for IMC Fertilizer Inc., which operated the Angus Chemical Co. plant. IMC also runs an ammonia production operation on an adjacent site.

The explosion occurred after a fire broke out near a propane compressor at the Angus nitro-paraffin unit and it spread to an overhead pipe rack containing electrical, chemical and control lines. Less than two minutes later, a tower containing nitromethane, nitroethane and nitropropane exploded with a force equal to more than six tons of TNT.

Standard in limbo

This was the sixth chemical plant accident since the Feb. 25 Occupational Safety and Health Administration hearing in Houston on its proposed chemical process safety management standard, a rule it has been working on since 1986. Since that hearing, 17 workers have been killed and nearly 250 others injured, dozens of them critically.

OCAW industrial hygienist Joel Carr told the House panel that the Sterlington "incident is another example of the several failures of OSHA and the Bush administration." He explained that OSHA did not inspect the Angus unit in 1989 when an inspection was conducted at the adjacent IMC ammonia plant because the inspector was told Angus had only three employees. Employers with less than 10 employees are exempt from OSHA coverage.

Subcommittee chairman Rep. Tom Lantos (D-Calif.) said it "is incomprehensible that with two plants within the same complex, one should be inspected and one should be avoided because technically Angus had only three employees." He said the purpose of the hearing was to find out, "was there collusion, or was it sheer stupidity."

OSHA managed to get one investigator to the accident site on the day of the explosion. When others arrived, they lacked necessary equipment and a procedure for adequately securing an accident site, Carr said.

Underscoring OCAW's frustration with OSHA foot-dragging and the Bush administration's failure to act, Carr noted that a Chemical and Hazard Investigation Board, as authorized by the Clean Air Act Amendments of 1990, has yet to be established by the administration, which did not even seek funding for it in its fiscal year 1992 budget request.

Joe Carr/OCAW

A worker surveys damage from chemical plant explosion that killed eight workers in Louisiana.

OSHA's proposed chemical industry standard would not have prevented the explosion at Sterlington, Carr testified. It lacks input from employees and communities and is "performance based," he said. "If the plant does not blow up, you performed. If the plant does blow up, you didn't perform. This is scant relief for the workers and communities who have to pay the consequences."

Carr testified that critical design flaws in the Angus plant might have been uncovered if Angus or IMC had done a process hazard analysis based on criteria addressed in OSHA's directorate of compliance programs, dated Sept. 6, 1988. That document spells out specific requirements for such plants, but it is not being used by OSHA and will not be part of its proposed chemical industry rule.

Carr urged that OSHA address the double standard regarding contract and regular employees, and make employers clearly accountable for the "exclusive supervision of all aspects of the facility, including contract and daily personnel."

Residents in shock

Homer Green, an AFL-CIO field representative, helped get the American Red Cross and United Way involved in providing trauma counseling to the residents of the town, especially those who were working at the plant when it exploded, said Regional Director Allen Williams.

Even though representatives of the company and state and federal environmental agencies have declared the town safe, Sterlington's 1,140 residents remain unconvinced.

Residents, who were evacuated from the town shortly after the blast, are concerned that asbestos insulation might have been blown throughout the community. Residents have received letters from the company warning them not to eat food from their gardens until soil tests are conducted.

Angus Chemical is paying for shelter, food and clothing for those in need, and has hired a non-union firm to repair homes that were damaged.

Eastern retirees hang on to health insurance for now

By James B. Parks

More than 14,000 retired Eastern Airlines employees had their health benefits extended until the end of the year — but for a price — under a temporary arrangement imposed by the company's bankruptcy trustee.

The agreement calls for the retirees under 65 to pay $75 per month per person for health care or $150 per month per couple, beginning July 1. The retirees did not pay premiums under the previous plan. Retirees over 65 are eligible for Medicare.

Eastern will pay $145 per month per person, plus any overruns up to $170.

The Machinists and Transport Workers opposed the settlement, but U.S. Bankruptcy Judge Burton R. Lifland ordered all the unions to accept the interim plan while negotiations continue on a permanent solution. The Air Line Pilots and non-contract workers agreed to the settlement.

The IAM and TWU had proposed an $18 million lump sum payment to provide two years of full benefits.

"It's a bad deal," said TWU Secretary-Treasurer John Kerrigan. "We think there is enough money to continue benefits for several years. The court is only interested in making sure the lawyers get paid."

The settlement will hurt TWU flight attendant members, said Penny Pilzer, of the Washington law firm of O'Donnell, Schwartz and Anderson. She represented the union in the hearings.

TWU members cannot afford the premiums on their pensions, she said, and there is always the possibility that the company could declare bankruptcy and leave the retirees with no coverage.

At issue is $125 million expected to be left over from the liquidation of the airline. The unions had filed suit to stop Eastern's trustee, Martin Shugrue, from suspending the health benefits at the end of June.

"Eastern and Mr. Shugrue should not be allowed to throw the lives of thousands of hard-working employees to the wind," said Frank Ortis, vice president of IAM District 100.

"Cases like this really bring home the point that we need a national health care program," Kerrigan said. The AFL-CIO has been making a major national health care reform push.

The unions, in papers filed with the court, said the impact of terminating the benefits would be devastating to the retirees. Those with serious illnesses would not be accepted by other insurance plans and would wind up with no coverage. Others are living on small incomes and could not afford the premiums.

One retiree facing catastrophic costs is William Persinger, 62, who retired after 25 years as an Eastern mechanic. His wife, Eunice, has undergone 12 surgeries for cancer and to remove a blockage to her vocal chords. She needs chemotherapy every other week, with each session costing $300.

Under Eastern's health plan, the Persingers were completely covered after paying the first $1,500. But if they had lost the coverage, they would not be able to get insurance under another plan.

The bills would have eaten up his $2,000-a-month income from his pension and a part-time job, Persinger said.

Eastern estimated its obligation under the current reitrement plan at $3.6 million a month.

The interim agreement will cost Eastern about $1.5 million each month, Pilzer said.

The Eastern proposal to cut off benefits was particularly ironic and ludicrous, Ortis said, in light of the recent 43 percent raise given Shugrue — pushing his own monthly fee to $50,000, up from $35,000, partly because of the cost of health insurance.

Health care campaign gains ground as AMA journal backs major reform

By Colleen M. O'Neill

The movement to reform the U.S. health care system continues to gain ground as more voices join the call for change.

The Journal of the American Medical Association, editorially independent of the AMA, weighed in recently with its health care reform proposals.

Like the AFL-CIO, the journal urged in an editorial that basic health care coverage be universally available for all Americans. It was the first time the magazine devoted an entire issue to a single topic.

"We welcome the attention focused on the urgent need for reform of the U.S. health care system," said Karen Ignagni, director of employee benefits for the AFL-CIO. "Our goals of cost containment, administrative overhaul and guaranteed access to medical care for all are reflected within the contents of the issue, and we stand ready to work with those who share our goals."

Journal Editor George D. Lundberg wrote that "a long-crying need has developed into a national moral imperative and now into a pragmatic necessity as well. An aura of inevitability is upon us. It is no longer acceptable morally, ethically or economically for so many of our people to be medically uninsured or seriously underinsured."

Lundberg also cited racial discrimination in the current health care system, calling the problem "longstanding, systematic (and) institutionalized."

He pointed out, as the AFL-CIO has on numerous occasions, that the United States and South Africa are the only industrialized nations without national health care. Further, he wrote that the two countries were "the only two such countries that have within their borders substantial numbers of under-served people who are different ethnically from the controlling group."

One of the 13 articles published in the journal featured the AMA's proposal, which would expand access to health care for all Americans by requiring employers to provide insurance for all full-time workers and their dependents. In turn, the federal government would provide tax breaks for the participating employers.

For the medically uninsurable and others who are without insurance, the AMA proposes that the states be required to set up risk pools.

The AFL-CIO, through a series of regional hearings last year and in testimony before Congress, has documented the mounting problems in the American health care system.

More than 37 million Americans are without health insurance and another 50 million are underinsured. Of those 37 million without insurance, nearly 75 percent are working Americans and their dependents.

Bush plan branded a fiscal disaster for cities, states

By Sharolyn A. Rosier

A state-by-state analysis of the White House block-grant funding plan for states shows the bankruptcy of the Bush administration's "New Paradigm," Service Employees President John Sweeney said.

"The fiscal disasters now spreading through state capitols and city halls have already brought job freezes, massive layoffs of public employees and cuts in services," Sweeney said. "The funding cuts that will ensue from Bush's block-grant proposal further compound state and local budget woes."

The study, released at the convention of the SEIU's Public Division, describes how the "New Paradigm" program will move decision-making and funding down to lower levels of government through a mega-block grant proposal consolidating $15 billion in funds to states.

Under the Bush plan, states would lose an estimated $27.3 billon in federal funds over the next five years. In absolute dollar terms, New York would be the biggest loser, forgoing more than $3 billion over the five-year period, according to the study, which is based on statistics from Fiscal Planning Services, Inc., a Washington-based research firm.

Six other states — California, Illinois, Michigan, Ohio, Pennsylvania and Texas — each would lose at least $1 billion.

"To make matters even worse, the Bush administration's block grant initiative hits hardest at education, housing and human services programs aimed primarily at low and moderate income people," Sweeney added.

Among other programs, the block grant would consolidate state administrative expenses for Medicaid, AFDC and food stamps, as well as the social services block grant and the low-income home energy assistance program. Together these programs would lose $6.2 billion over five years, according to the report.

The housing and urban development programs contained in the block grant would suffer the largest funding cuts, amounting to $9.9 billion over five years.

With the economy showing no real signs of recovery, 17 of 20 states — including New York, California, Maryland and Pennsylvania — that are battling the largest budget deficits also would experience the highest absolute dollar loss under Bush's block grant.

The concept of lumping programs into a block grant is nothing new, the study noted. President Reagan made widespread use of block grants during his first year in office. Under the Omnibus Budget Reconciliation Act of 1981, more than 80 categorical grant programs were consolidated into just nine block grants covering a wide range of domestic assistance service areas.

Lumping block-grant programs contributed to the drop in funding from 17.7 percent of city budgets in 1980 down to 6.4 percent in 1990. Federal funds were down to 18 percent of total state expenditures in 1990, compared with 26 percent in 1980.

While funding has decreased, the people behind the programs — public employees — have had to do more with less. According to the AFL-CIO Public Employee Department, 17 million public servants deliver government services. However, only 6.5 percent of the work force is employed to administer the more than $1.7 trillion in public programs provided by the federal, state and local governments.

Convention delegates heard from Sen. Barbara Mikulski (D-Md.) and Rep. William Gray (D-Pa.), and traveled to Capitol Hill to tell representatives of their concerns.

Two IUE locals offer buyout bid for brewery

The employees of Pittsburgh Brewing Co. moved a step closer to becoming owners as they submitted a bid to buy the embattled company.

Two Electronic Workers (IUE) locals, 22B and 144B, bid more than $8 million to buy the company from Australian businessman Alan Bond. The locals entered a partnership with the current Pittsburgh Brewing management in the buyout effort.

A group made up of former Pittsburgh Brewing management submitted a bid, but has dropped out.

Pittsburgh Brewing, the nation's eighth largest brewery, employs about 325 workers making Iron City and I.C. Light brands, as well as several other beers under contract.

Bond Corp., which bought the company in 1986 for $28.5 million, eventually built an $8 billion worldwide empire of breweries and media companies. Last year, the firm was struggling under $4 billion of debt and Bond was forced out as head of the corporation.

In anticipation of the buyout, the union agreed to only a one-year contract with Pittsburgh Brewing, said Jack Shea, organizing director for IUE District 1.

Shea praised IUE President William Bywater and District 1 President Mike Giardino for their support and help in the buyout effort.

The union is now raising the money to finance the deal, said Craig Livingston, an official of the New York-based investment company, Working Equity, which is helping the locals put the plan together.

Livingston said he expects the funding will come from several sources, including banks, union pension funds and private investors.

Under the ESOP, the unions would own 50 percent of the company and nominate four of the nine members of the board of directors. The current management and salaried employees would own 20 percent.

The remaining 30 percent would be owned by outside investors. The outside investors and management would nominate four board members. The remaining board member would be selected by the other eight members.

Livingston said he expects the deal could be completed by September.

Inbrief

IATSE members accept N.Y. pact

New York

Despite some misgivings, the Theatrical Stage Employees ratified a new agreement that will save the slumping New York City movie business.

In a mail ballot, members of IATSE Local 52 approved the pact by an 801-449 vote, after rejecting it in an earlier vote by a 606-393 margin.

After the first vote, major studio producers began boycotting New York as a site for their films. Union members accepted the contract "despite the major wage cuts it entails because we want to end the producers' boycott of New York filmmaking and get everyone back to work," said Local 52 President Walter Stocklin.

The agreement cuts night and weekend compensation by about 30 percent, in exchange for improvements in health and pension benefits. Union members first rejected the settlement because of the concessions.

FAA inspectors join MEBA division

Voting "Union Yes," the last group of unorganized employees of the Federal Aviation Administration became members of Professional Airways Systems Specialists (PASS), which is now a division of the Marine Engineers.

With the addition of the 1,900 aviation safety inspectors, PASS now will represent 10,000 federal workers, including all of the FAA's technical employees. The union said a remarkable 80 percent of eligible members in the new bargaining unit participated in the May 1 election and voted for PASS by 62 percent to 38 percent.

In a subsequent referendum, the PASS membership voted overwhelmingly to become a division of MEBA/NMU District 1. The PASS division represents FAA pilots, engineers and technicians, as well as the safety inspectors.

The National Association of Air Traffic Controllers, which represents FAA controllers in airport towers and other federal air control facilities, continues as a MEBA affiliate.

With the addition of PASS, the restructured MEBA/NMU District 1 now consists of four divisions: the Licensed Division, primarily representing deck and engine officers serving in the merchant marine, as well as municipal employees in Florida; the Unlicensed Division, representing unlicensed merchant seamen; the Industrial, Technical and Professional Employees Division, which represents on-shore employees at U.S. military installations; and PASS.

In announcing referendum results, MEBA President C.E. DeFries said the restructured division would attract other new bargaining units. The reorganization, DeFries said, "makes the union better able to serve all our members."

Howard Johannssen, president of the former affiliate, is the new chairman of the PASS Division. The ITPE Division is headed by John Conley, and the Unlicensed Division by Lou Parise. Gordon Ward heads the Licensed Division.

Study reveals job bias is widespread

Blacks still face significant discrimination in employment, according to a study by the Urban Institute.

The study, involving 476 sets of paired testers who applied for randomly selected jobs in Chicago and Washington, D.C., found discrimination to be "entrenched and widespread," the researchers said. Black applicants experienced discriminatory practices almost three times as often as white applicants.

"The lack of fairness in the hiring process helps explain the widening gap between white and black unemployment figures," said Michael Fix, one of the authors of the study.

The hiring audits, conducted in the summer of 1990, paired two young men — one black and one white —who were carefully matched on all characteristics that could affect a hiring decision and trained to act similarly before being sent out on interviews for entry-level jobs.

In 20 percent of the audits, the white applicant was able to advance further through the hiring process than the equally qualified black applicant and was either asked to submit an application, received a formal interview or were offered the job. Black applicants advanced farther than white applicants in only 7 percent of the cases.

The study found that the unequal treatment was more likely to occur in white-collar jobs or those involving direct client contact, rather than in blue-collar jobs.

Current anti-discrimination efforts by the AFL-CIO and its allies are focused on supporting the Civil Rights and Women's Equity in Employment Act of 1991.

The bill, H.R. 1, would clarify the intent of the law following several recent Supreme Court decisions that made it more difficult for individual workers to sue employers who discriminate in the workplace. The bill also would allow women and the disabled to sue employers for damages for intentional job bias.

Coordinated bargaining by IUD gains contract

A new three-year master agreement, bargained under the AFL-CIO Industrial Union Department's coordinated bargaining program, was ratified by the more than 2,000 employees of Merck and Co., members of three unions — the Clothing and Textile Workers, Chemical Workers and Oil, Chemical and Atomic Workers.

The new accord raises wages for the three job classification groups by a range of 11 to 15 percent over the term. All workers got a 5 percent increase the first year, with raises in the second and third years of 5 percent for Group I, 4 percent for Group II and 3 percent for Group III.

Pensions were improved from the current monthly level of $32 per year of service to $34 in the first year and to $35 in the second year.

A new pension policy, effective July 1, 1991, will pay joint and survivor annuity benefits amounting to 50 percent of the lump sum value of those benefits into the estates of unmarried workers.

All life insurance benefit levels were increased by $5,000. Health care coverage now provides for automatic approval of preventative medical tests such as pap smears and mammograms. A new prescription drug program was implemented with a $3 co-pay.

The master agreement covers two plants each in Rahway, N.J., and Elkton, Va., and plants in Albany, Georgia and Danville, Pa.

Employees also will be able to pocket 50 percent of the savings if they self-audit medical bills and find errors.

FOCUS

Court helps hospital workers say Union Yes

By Candice Johnson

After years of fighting past roadblocks set up by hospital administrators, unions have the green light to organize hospital and health care workers. And they are wasting no time.

Since last month's unanimous Supreme Court decision supporting the National Labor Relations Board's rule establishing eight separate hospital bargaining units, AFL-CIO affiliates have been busy spreading the union message.

In a variation on the old Mine Workers' organizing slogan — "President Roosevelt wants you to join the union" — the Service Employees are distributing leaflets reminding hospital workers that the nine Supreme Court justices want hospital workers to have a fair chance in union organizing campaigns.

AFSCME's United Nurses and the Teachers' Federation of Nurses and Health Care Professionals also have accelerated their educational campaigns as they press to organize the estimated 500,000 registered nurses and 140,000 licensed practical and vocational nurses in the nation's private hospitals who are eligible for union representation.

At the union's second National Nurses Congress, AFSCME President Gerald McEntee told the 200 delegates that "we're putting the union on the line with money, marbles and chalk. Get ready for our own organizing version of Desert Storm."

The Retail, Wholesale and Department Store Union is expanding its organizing efforts among hospital and health care workers, President Lenore Miller said, adding to workers in New York, New Jersey, Virginia and other areas already represented by RWDSU.

Other unions representing health care workers include the Food and Commercial Workers, Teamsters, Steelworkers, UAW, Machinists and the unaffiliated American Nurses Association.

Martha Tabor/SEIU

Martha Tabor/AFSCME

Several AFL-CIO unions have accelerated their hospital organizing efforts since the Supreme Court upheld the NLRB's eight-unit rule. Above, Service Employees outside a Washington, D.C., hospital talk union with health care workers. Left, AFSCME's Kathy Sackman discusses organizing plans with nurse delegates.

NLRB guidelines

The NLRB has issued guidelines to its regional offices on implementation of the hospital unit rule. The eight units determined by the NLRB and affirmed by the Supreme Court are registered nurses, physicians, all other professionals, technical employees, skilled maintenance employees, business clerical workers, all other nonprofessional employees, and guards.

Excluded from the rule are nursing homes, psychiatric hospitals and rehabilitation hospitals.

The ruling prompted the Steelworkers to take another look at some of their unsuccessful organizing campaigns, with plans to "go back into it, work with the interested people and carve out these units," USWA Organizing Director Bernie Hostein said.

The Supreme Court decision followed years of judicial wrangling since the NLRB gave hospital and health care workers the right to join unions 17 years ago. The American Hospital Association, which challenged the NLRB's 1989 unit rule in court, has pressed for broader bargaining units that include dissimilar job classifications — a roadblock against an orderly and timely vote on whether the workers want a union.

The SEIU leaflets, which were distributed at more than 100 hospitals in 40 cities, provide information about the union and hospital workers' rights under the recent court decision and invite workers to contact SEIU.

SEIU President John Sweeney joined in leafleting at George Washington University Hospital in Washington, where he noted that the hospital industry's "shortsightedness" — which often has led to a shortage of hospital personnel — can now be corrected.

"Hospital workers can now choose to be represented by a union and fight back against the poor wages and benefits, short staffing and lack of protection from infectious diseases like AIDS and hepatitis B that are affecting patients as well as workers," he added.

At AFSCME's nurses convention, Kathy Sackman, an AFSCME vice president and head of United Nurses Associations of California, stressed that "nurses are still exploited and they are still unorganized. Whatever improvements they get in their work life they can thank those of us who are organized. They depend on our success for what they get."

The union also is scheduling regional conferences for nurses across the country in 1991 and 1992.

Delegates welcomed AFSCME's newest nursing affiliate, the 1,000-member Nurses Professional Organization, which represents nurses at hospitals in Louisville, Ky., and is now organizing nurses at several hospitals, including four owned by Humana.

AFSCME also will be working to organize other hospital workers, including nurses aides and orderlies, maintenance workers, dietary employees, clerical and technical workers, McEntee said.

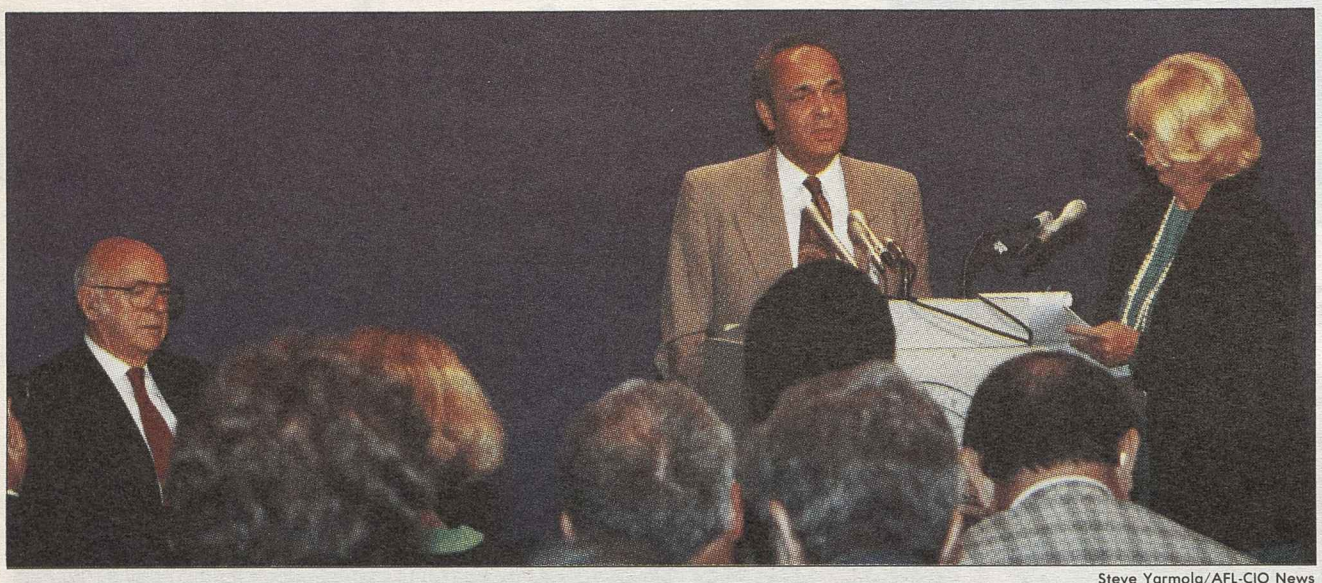
The Teachers' health care affiliate, the Federation of Nurses and Health Care Professionals, is sending the message that "health care workers have certain undeniable rights," including the right to organize.

At the union's professional issues conference in Washington, delegates affirmed a "bill of rights" for health care workers.

Candice Owley, vice president of the 40,000-member health professional unit, told delegates that "for too long, health care administrators have taken our work and our professional input for granted. We bear the brunt of efforts to control medical costs with greater patient-to-staff ratios and are called on to perform non-nursing duties like clerical tasks, housekeeping and other administrative responsibilities.

"Our time needs to be devoted to patient care. Our voice in the health care delivery system must be heard. Unionization and collective bargaining are proven ways to accomplish these goals," she said.

The Supreme Court decision "has opened a window of opportunity" to help health care workers realize they have rights, Owley said, adding, "we intend to take full advantage of it."



Steve Yarmola/AFL-CIO News

Former political prisoner Ernesto Diaz tells a news conference about his 23 years in Cuban jails. John DeConcini, chairman of the AFL-CIO Labor Committee for a Free Cuba, is at left, while an interpreter is at right.

Diaz to continue fight for Cuban rights

By Muriel H. Cooper

Among the first stops for Ernesto Diaz Rodriguez, released after 23 years in Cuban jails, was a cemetery.

Diaz visited the grave of the son of Mario Chanes de Armas, his fellow political prisoner who lost his son during his 30-year prison term.

"They told him he could view his son's body for about an hour but he had to wear the uniform of the common prisoner," Diaz said. "He would not go against his principles, so he lost the chance to say goodbye to his son."

Diaz, addressing a news conference at the AFL-CIO headquarters May 15, described the physical pain and mental anguish suffered by political prisoners in Cuba. The regime of Fidel Castro was especially harsh on Diaz and Chanes, both trade unionists and the last of the historic plantados — political prisoners who refuse to be indoctrinated or to wear prison uniforms in defiance of a system they despise.

Chanes, whose 30-year sentence expires in July, is believed to be the longest-held political prisoner in the world. The AFL-CIO and its Labor Committee for a Free Cuba launched an intense international campaign last year to free the two men.

Diaz, a transport worker and fisherman before his imprisonment, was accompanied to Washington by his youngest son, Danny, whom he saw for the first time when he arrived in Miami.

In Washington, Diaz met with AFL-CIO President Lane Kirkland and was the special guest at a meeting of the Free Cuba committee. He also went to Capitol Hill to meet with Sen. Bob Graham (D-Fla.) and Rep. Dante Fascell (D-Fla.).

"Ernesto Diaz Rodriguez's remarkable commitment and dedication helps strengthen the resolve of the AFL-CIO to support democracy and trade union rights for workers in Cuba and wherever tyrants seek to suppress the human spirit," declared Kirkland.

"The AFL-CIO demands the liberation of Mario Chanes de Armas and of all political prisoners languishing in Cuban jails," Kirkland said. "The American trade union movement stands with you in your struggle to create a free and democratic society that respects the dignity of every individual."

Asked by a reporter if he felt his life had been wasted in prison, Diaz said, "I do not feel that I have lost 23 years. I gained 23 years of experience. I was fighting for Cuba's freedom." In prison, Diaz wrote poetry, which has inspired freedom fighters elsewhere.

Diaz described to the Free Cuba committee the horrendous conditions of his imprisonment. He said he was put in solitary confinement for seven years, clothed only in underwear. He witnessed prisoners being injected with fuel oil and gunned down in cold blood.

"We have to continue pressure against Castro," he said. "We need to restrict tourism. I am in favor of the United States' policy to isolate Castro. All countries should isolate Castro."

The Free Cuba committee estimates that there are some 30,000 political prisoners in Cuban jails. It has presented evidence of rights abuses in Cuba while calling for Castro to honor the July release of Chanes.

Chanes, who was the leader of the Cuban brewery workers, was imprisoned not because he conspired against the government, but because Castro feared him, Diaz said. That is why Diaz believes Chanes will never leave Cuba. "His brother was scheduled to spend 20 years in jail and spent 23 for political activity," he said.

Diaz's immediate plans include traveling to Europe where he will meet with human rights groups and trade unionists. The trip, arranged by the federation's American Institute for Free Labor Development, will include one of his three sons. Diaz's sons are taking advantage of this time, Danny said, to get to know their father "not only as a father, but as a friend as well."

"It was never like we never knew him," explained Danny. "We always knew why he was in Cuba. It was like he was on an extended business trip."

UFCW presses Wal-Mart on foreign goods

By James B. Parks

The Food and Commercial Workers have launched a campaign to persuade Wal-Mart, the nation's leading retailer, to stop selling garments made by children and to stop doing business with repressive regimes in foreign countries.

Displaying boots and shoes manufactured in China, the presidents of two UFCW locals called news conferences to release letters to the governors of their respective states, asking for help in persuading Wal-Mart owner Sam Walton to stop selling the products.

The UFCW Women's Network, meanwhile, announced plans for a leafleting campaign to convince shoppers not to buy clothing made by Bangladeshi children.

Pat Scarcelli, a UFCW vice president, said two Wal-Mart vendors, Gitano and Capital Mercury Shirts, manufacture clothing at the Shams Garment Factory in Dhaka, Bangladesh, which employs child labor.

And the AFL-CIO's Food and Allied Service Trades Department, which holds shares of Wal-Mart stock, took on the retail giant on the legal front, filing a suit that charged the company's 1991 proxy statement misled shareholders by failing to disclose several key transactions. The suit was withdrawn after the company agreed to publicly disclose the transactions.

In Little Rock, Ark., UFCW Local President Cecil W. Casey announced that he has asked Arkansas Gov. Bill Clinton to "talk some sense" into Walton, whose Wal-Mart headquarters is in Bentonville, Ark.

Edward L. Collins, president of UFCW Local 1557, writing to Tennessee Gov. Ned McWherter, said that "Wal-Mart's massive imports from Communist China are destroying the jobs of Tennessee workers."

Since Walton announced a "Buy American" program six years ago, 14 of 22 of the private label boot and shoe brands Wal-Mart owns or uses are made in China. The company has imported more than 7.3 million pounds of the shoes from China alone. Since the June, 1989 massacre at Tiananmen Square, Wal-Mart's rate of imports from China has doubled.

"It is a shame, a sham, and a scam which must be ended," Casey said.

Wal-Mart's shoe sales account for 3 percent of its total sales, or about $1 billion. Since 1985, approximately 28,000 footwear workers have lost their jobs in the United States.

Scarcelli of the UFCW Women's Network noted that thousands of Bangladeshi children have helped to build the fortune of Walton, who has for several years been at the top of the Fortune 500 list of the richest businessmen in the United States.

"We will not let Sam Walton turn a blind eye to the demeaning and abusive practice of child labor in his worldwide search for the lowest priced garments which bring his company the highest profit," Scarcelli said.

The FAST suit charged that a relative of Sam Walton and director James Walton are owners of several shopping centers that include Wal-Mart stores in Oklahoma and Missouri.

FAST also said that Wal-Mart did not disclose merchandise transactions with companies owned by Walton Enterprises, a holding company owned by the Walton family. The company sent a revised proxy to its shareholders, thereby enabling FAST to drop the suit.

BCTD looking to Kuwait on job prospects

Georgine, Joyce visit war-torn emirate

By Candice Johnson

Two AFL-CIO Executive Council members have traveled to Kuwait to assess job opportunities for American workers.

Robert A. Georgine, who heads the Building and Construction Trades Department, and John T. Joyce, president of the Bricklayers, were scheduled to meet with Kuwaiti government officials on employment prospects for building trades workers in the country's reconstruction effort. They also scheduled sessions with the Army Corps of Engineers and U.S. contractors with operations in the emirate.

The trip followed an earlier meeting with Kuwait's ambassador to the United States, who told Georgine that Kuwait's council of ministers had adopted a set of principles stating that "materials, equipment and labor, including craft workers for work in Kuwait, should be procured from the United States and its key allies."

Meetings arranged

The ambassador then arranged meetings with Kuwaiti officials to discuss the employment situation, including the number and kind of jobs that might be available to U.S. workers.

While some Kuwaiti officials had said that U.S. contractors might receive 70 percent to 75 percent of the work, the number of jobs available for U.S. building trades workers has not been determined.

In the past, contractors have hired Pakistanis, Filipinos, Indians, Egyptians and other local workers on construction projects.

In the United States, building trades unions, state employment service agencies and other government offices have been swamped by calls from workers seeking information about jobs in Kuwait.

While the Labor Department is encouraging employers to list job vacancies in the Gulf region with its employment service network, only 257 jobs had been posted as of May 1, all in technical fields such as engineers, technicians and oil-well fire fighters.

Job seekers also are being alerted to a series of scams that charge workers hefty fees for useless information about employment opportunities in the Middle East.

Lofty promises

Classified ads have run in newspapers across the country, promising high wages for building trade workers who respond — and pay a fee of $95, or more. Other scams include the use of 900-number lines, charging job-seekers as much as $20 per call for useless information.

The Commerce Department has lowered its estimate for rebuilding Kuwait from $60 billion to about $30 billion over the next five years, citing less damage to the country's roads, buildings and infrastructure than was previously believed.

Georgine and Joyce also planned a stop at the BCTD's international office in Rome. From that office, the BCTD will coordinate its international training programs that include assistance to Poland and other Central and Eastern European countries.

UNION NEWS

Greyhound liability cap does not deter ATU

By Arlee C. Green

The Amalgamated Transit Union is continuing its efforts to resolve its strike against Greyhound Lines Inc., and said a bankruptcy court judge's limitation of the bus carrier's back pay liability is "not an insurmountable obstacle to settlement of the dispute."

U.S. Bankruptcy Judge Richard Schmidt in Corpus Christi, Texas, ruled May 14 that Greyhound's back pay exposure would be only $31.25 million, a 75 percent reduction from the $125 million settlement the union is seeking in its unfair labor practice case before the National Labor Relations Board.

ATU President James La Sala said that while he was "disappointed with the bankruptcy court's final estimate," the court "correctly saw fit to accept the potential size of the back pay claim as we do, totaling as much as $125 million in back pay for Greyhound's unlawful actions."

The judge said he was reducing the back pay figure by 75 percent based on his perception of the likelihood of the NLRB proving the unfair labor practice charges, the possibility of the settlement of the strike and Greyhound's precarious financial situation.

The bankruptcy judge's ruling on back pay does not limit what the ATU members ultimately could receive through the NLRB, the union said.

Greyhound filed for Chapter 11 bankruptcy in June 1990, three months after 6,300 ATU members struck the carrier when it unilaterally implemented its final contract offer.

Back pay and reinstatement of all striking drivers are the key issues to any out-of-court settlement that might be worked out between the carrier and the union.

The unfair labor practice case was being heard before NLRB administrative law judge Robert Giannasi in Milwaukee. Following Schmidt's ruling, Giannasi recessed the NLRB hearing until June 3 to see if the two sides can reach a settlement. One obstacle is management insistence on retaining the replacement drivers it hired during the strike.

The union has representation on the creditors' committee before the bankruptcy court, but "it seems unlikely that we could block a reorganization plan along the lines the company has proposed," said ATU General Counsel Earle Putnam.

Greyhound has proposed giving unsecured creditors a 95-percent stake in the new company and $165 million in new notes, a move that would reduce its aggregate debt from about $631 million to $460 million, of which about $150 million would be in secured bank debt. The remaining 5 percent of the new company's equity would be contributed to an employee stock ownership plan.

Lockout ended, UFCW shifts campaign to contract talks

By James B. Parks

About 70 members of the Food and Commercial Workers returned to work at a Clifton, Colo., warehouse after the company reversed its position and unconditionally ended a five-month lockout that included the hiring of replacement workers.

The decision of Albertson's Inc. to end the lockout came in the wake of an extensive corporate campaign by the union, which said it now will focus the campaign on getting a new contract with the highly profitable grocery chain.

The National Labor Relations Board was preparing to seek an injunction against the company for its refusal to bargain in good faith, said Charles E. Mercer, president of UFCW Local 7.

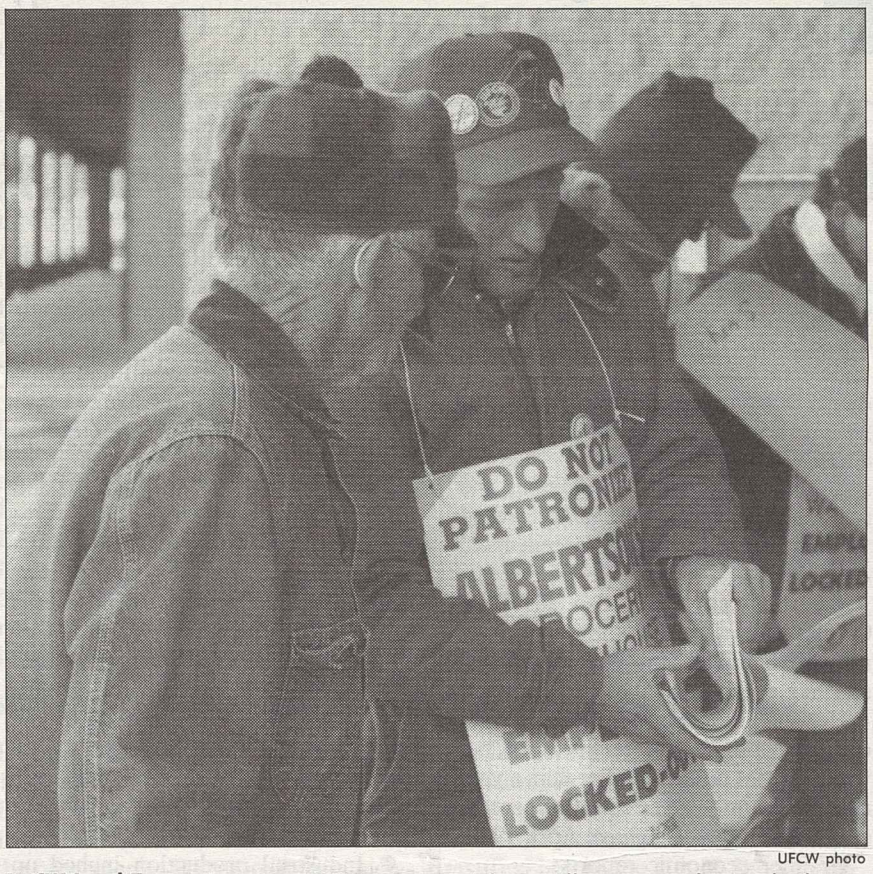
"Injunctions of this (Section 10j) nature are few and far between and are only sought by the NLRB in very severe cases of unfair labor practices," said Mercer.

The two sides have been negotiating on contracts for 72 Clifton warehouse workers and about 100 workers at Albertson's Grand Junction, Colo., store. But those negotiations "are not really getting anywhere," Mercer said.

The major issue is contract language, not economics, Mercer said. The Clifton contract expired last year on Nov. 5, and the Grand Junction contract expired Aug. 11.

The next major step in the corporate campaign was informational picketing planned for May 24 at the company's stockholders' meeting in Boise, Idaho.

The Colorado AFL-CIO has called for a campaign against all Albertson's stores in the state and the UFCW has set up a special task force to monitor other Albertson's stores to check scheduling practices.



UFCW photo

UFCW Local 7 member Dee Hill, center, pickets Albertson's during lockout.

The union has mailed a "fact book" to Albertsons' board of directors highlighting the company's poor labor-relations record, including several NLRB charges stemming from the lockout.

The campaign also includes informational pickets at Albertson's facilities, a multimedia advertising campaign and a lawsuit to compel arbitration, said Krissy Shearer, a spokeswoman for Local 7.

The lockout began Nov. 13 after four unsuccessful negotiating sessions in which Albertson's management refused to accept revised contract language covering layoff and recall by seniority, employee training, improved vacation, newborn and family leaves of absence, personal holidays and demotions.

The language was equal to agreements Albertson's had reached with Local 7 at other sites in Colorado. The local represents 22,000 workers in Colorado and Wyoming.

"There's no reason the Clifton workers should be treated any differently than other Colorado members of Local 7," Mercer said. "If we allow this to happen. . . it could happen anywhere, and our members have fought too hard for better working conditions to let them be eroded."

Albertson's chief negotiator ignored the union's proposals and presented what he called his final offer that included only wages, health and welfare proposals and pension contributions.

The proposal also stated that the offer was only good if acted on promptly and if the unions took no economic action such as boycott, adverse publicity or strike.

On Nov. 7, the unions rejected the offer. Two days later they began running boycott ads on local media, but no picket line was established until the lockout.

Replacement workers were let go when the lockout ended, but some will be rehired and become members of Local 7 after 30 days, Shearer said.

Community support has been pivotal for the union, Mercer said. "The citizens of Grand Junction know the importance of having workers treated fairly."

Texas workers' compensation plan ruled unconstitutional

By Sharolyn A. Rosier

The Texas Workers' Compensation Act is unconstitutional because it denies workers the right to due process, equal protection and an open court procedure, a Texas district court recently ruled.

Joe D. Gunn, president of the Texas AFL-CIO, which had challenged the law in court, hailed the ruling as "a great victory for the workers of Texas. The law was regressive, punitive and patently unfair to injured workers."

The state federation on Dec. 21 had won a temporary injunction from another district court judge blocking the law from taking effect Jan. 1, but the state won a stay with an appeal to a higher court.

The state has indicated that it will appeal the ruling, but Bill Whitehurst, one of the attorneys for the Texas AFL-CIO, said the ruling by 365th State District Court Judge Rey Perez bodes well for workers.

"It's very significant that this law has now been reviewed by two separate judges and has been found constitutionally deficient," said Whitehurst, who is the former president of the Texas Bar Association.

"Both courts have viewed this law as enacting an artificial and arbitrary scheme of benefits and dispute resolution, a scheme which has no rational relation to the purposes of the workers' compensation system," Whitehurst said.

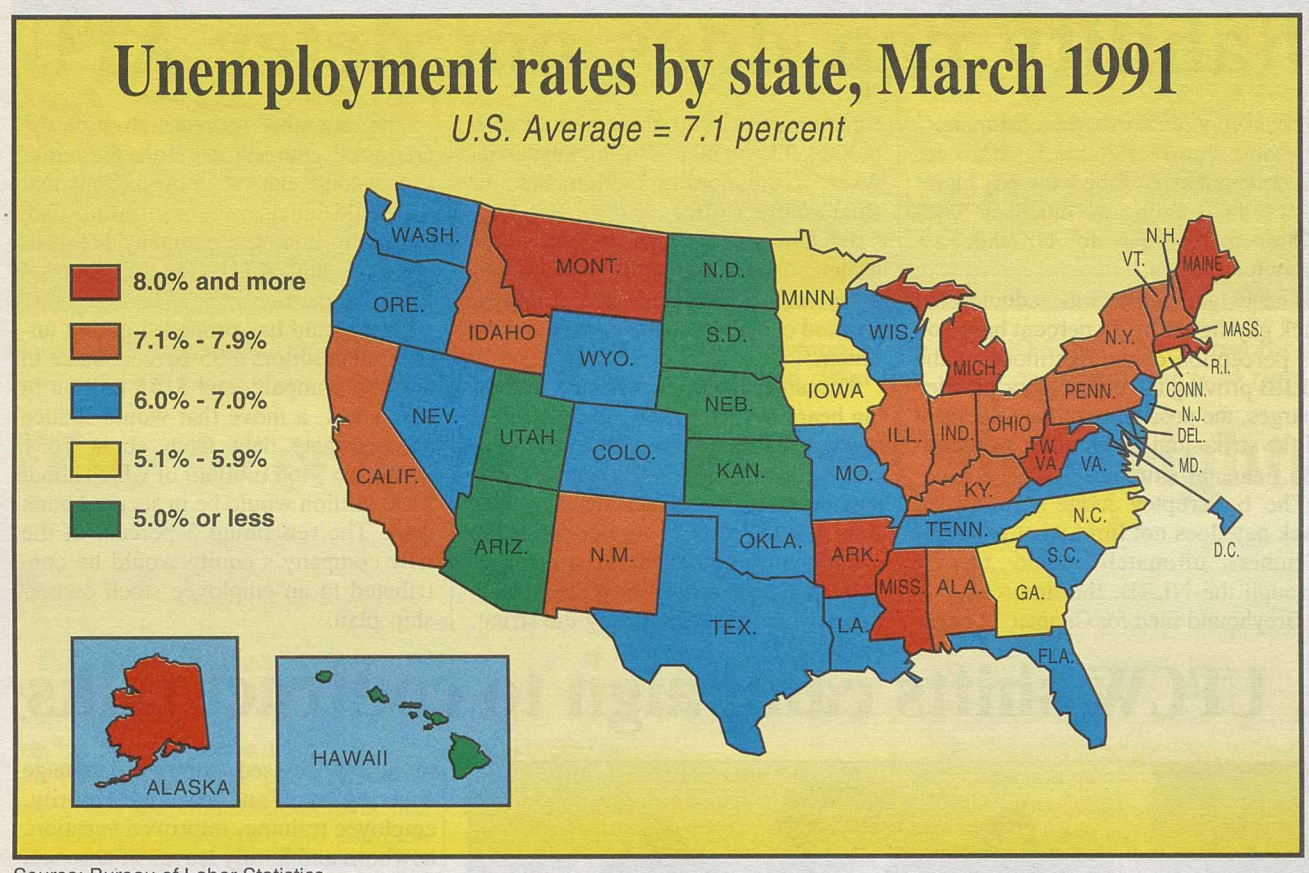
The law, aimed at controlling insurance premium costs that had risen 150 percent since 1985, was supported by Texas employers.

Gunn called the legal ruling a moral victory. "Workers have been absorbing the losses of a greedy insurance industry, and paying for unsafe working conditions with bodily injuries because businesses are unwilling to spend some of their profits on safety and health."

The law replaced the concept of compensation based on disability or loss of wage-earning capacity. Instead, a system relying on the American Medical Association's Guide to the Evaluation of Permanent Impairment is installed to determine impairment and supplemental income benefits. It also set up administrative procedures for handling disputes and claims.

In his ruling after a two-week trial, Perez called the law's reliance on the AMA's impairment guides arbitrary and unreasonable. The new law further failed to adequately address the issue of workplace safety, Perez said, noting that Texas has one of the nation's worst safety records for industrial injuries and deaths.

ECONOMY



Source: Bureau of Labor Statistics

Easing inflation still docks workers

Workers lost more ground against creeping but persistent inflation during April even though the consumer price index for urban wage earners (CPI-W) edged up just 0.3 percent.

Real weekly earnings declined 0.1 percent in April and are down 2.2 percent over the last 12 months, the Bureau of Labor Statistics reported. Prices have risen 4.7 percent since April 1990, while average hourly wages increased 3.3 percent and the average workweek shrank 0.9 percent.

Although average hourly earnings rose 0.5 percent last month, the combination of the rise in retail prices and a 0.3-percent decline in weekly hours resulted in the drop in real weekly pay. Analysts attributed the shorter workweek to the continuing recession, which has yet to bottom out in most industrial sectors.

Revised data showed real weekly earnings unchanged in March, rather than the 0.2 percent gain that BLS posted a month ago. In current dollars, weekly pay for production and nonsupervisory workers averaged $351.23, BLS data showed.

Workers have been victimized by various stages of inflation throughout the 1980s, and their pay lag continues into the 1990s, AFL-CIO economist Anne Draper noted. Last month, real weekly earnings were 5.9 percent below April 1981, Draper said.

Food prices surged 0.7 percent in April, stemming from a 4.8-percent jump in fruit and vegetable prices. The sharp rise was attributed to "supply shortages due to adverse weather and insect infestations," BLS said. Overall food prices were up 4.2 percent from April 1990.

Entertainment costs also advanced 0.7 percent in April as the price of admission to movies, shows, concerts and sporting events rose about 1.5 percent.

Heating oil costs continued to decline, dropping 4.7 percent in April, but were still 5.4 percent higher than a year ago. Gas pump prices rose 0.2 percent and were 5.5 percent above April 1990.

In other economic reports:

- In March, 44 states recorded unemployment rates higher than a year ago as recession-driven layoffs pushed the national jobless rate from 5.4 percent to 7.1 percent before seasonal adjustment, the Bureau of Labor Statistics said. The adjusted national rate was 6.8 percent in March.

Twenty-nine states reported over-the-year increases in unemployment of 1 percent or more, with Maine, Massachusetts, Michigan and Montana posting jumps of more than 3 percent.

Nine states had jobless rates of 8 percent or higher, compared with just one state in March 1990: Michigan, 11 percent; Massachusetts and West Virginia, 10.3; Maine, 8.9; Montana, 8.8; Mississippi, 8.7; Rhode Island and Alaska, 8.4; and Arkansas, 8.0.

Significant job losses occurred in the goods-producing sector, BLS said. Three-quarters of the states reported over-the-year job losses in manufacturing, while three-fifths of the states posted declines in construction jobs. Industrialized states were hard hit by the layoffs — including Michigan, Massachusetts and New York, which reported a combined loss of 400,000 jobs from March 1990.

- Industrial production inched up 0.1 percent in April, the first gain after six months of declines, the Federal Reserve reported. Despite the pickup to 105.1 percent of the 1987 index base, April output was 3.4 percent below the year-ago month.

In revised data, the Fed said industrial production fell 0.6 percent in March, rather than the 0.3 percent drop reported earlier.

Recession dampens demand for imports

The continuing recession trimmed the overall influx of foreign goods during March as the U.S. merchandise trade deficit eased to $4 billion. But the shortfall is still likely to reach $90 billion for the year, according to some government estimates, about $10 billion below the 1990 total of $101.7 billion.

The Commerce Department said U.S. exports edged up by $0.4 billion to $34 billion, while imports declined by $1.5 billion to $38 billion.

Even so, the deficit in manufactured goods accounted for more than 80 percent of the overall shortfall, with imports of $31.2 billion and exports of $27.9 billion.

While the March deficit was the smallest in nearly eight years, AFL-CIO economist Mark A. Anderson expressed concern that spreading global economic weakness would cut demand for U.S. exports in coming months with the rising value of the dollar making American products more expensive.

The United States posted a $3.2-billion surplus with Western Europe, but ran up a $3.6-billion deficit with Japan — the largest with any single country.

In trade with Mexico, the United States had a March deficit of only $65 million with exports of $2.34 billion and imports of $2.41 billion. But more than half of the exports to Mexico are components that are assembled into products at border maquiladora plants for shipment back to the United States.

After Japan, the largest deficit was with China at $501 million. Over the past two years, trade deficits with China surged sharply, hitting $10.4 billion in 1990. Analysts estimated the deficit will top $15 billion this year — particularly if Congress renews most-favored-nation status for China.

The AFL-CIO has strongly denounced President Bush's "business-as-usual" policy with China. At its midwinter meeting, the Executive Council called on Congress "to take the lead in reshaping American China policy to make it consistent with America's traditional support for the oppressed."

For CEOs, best of times in worst of times

By John R. Oravec

The running recession doesn't trouble America's top corporate executives. Their paychecks keep getting fatter.

Even throughout the last decade — in good years and bad — chief executive officers of blue chip companies had the best of times with their soaring salaries, bonuses, stock options and golden parachutes.

During the 1980s, the combined compensation of chief executive officers shot up 212 percent, according to a survey by Business Week magazine. That surge was four times faster than that of factory workers, whose pay rose a total of 53 percent — not enough to keep pace with inflation.

The CEOs did quite well with their take-home pay in 1990 even when overall corporate profits were shrinking, a survey by Forbes magazine showed.

At the start of the 1980s, the average annual pay of the CEO was $642,996 — or 42 times that of the rank-and-file factory worker, according to the Business Week survey. In 1990, when the CEO's pay topped $1.9 million, the gap between the factory worker had grown to 85 times.

The U.S. executive who makes 85 times as much as the average worker is far ahead of other countries. In Japan, for example, the CEO makes 17 times the worker's salary, and in Germany it's 23 times.

$1 million-a-year club

Of the "Forbes 800" top corporate enterprises, 48 percent of the CEOs collected $1 million or more in compensation last year. That is up from 43 percent in 1989. Forbes noted that 161 CEOs made more than $2 million last year, up from 119 in 1989. Meanwhile, 35 top corporate bosses made more than $5 million last year and nine others raked in more than $10 million.

Business Week notes that even though corporate profits fell 7 percent last year, the CEO's average total compensation climbed 7 percent to $1,952,806.

On top of the CEO heap was Stephen J. Ross of Time Warner Inc., who drew a $74.9-million bonus on top of his salary and perks for total 1990 pay of $78.2 million.

Then came Stephen M. Wolf of UAL Inc. and its concession-demanding United Airlines, with his paycheck of $18.3 million — about 1,200 times more than that of a UAL flight attendant, who has not had a pay raise in five years.

Wolf was followed by Apple Computer Corp.'s John Sculley, who drew $16.7 million. Apple just announced it would fire 1,500 of its 15,000 employees because of falling profits and has turned a deaf ear to community and Service Employee efforts to lift the lifestyles of some 1,500 Latino janitors in the Silicon Valley of California.

With inflation of the 1980s factored in, AFL-CIO economists estimate that the CEO's real compensation doubled over the decade while real pay for the factory worker declined 1.5 percent.

Newsmakers

Mario Scarselletta Jr. was elected by the Paperworkers executive board to fill the unexpired term of the late **Christopher Jackman** as a Paperworkers vice president and regional director for New York and New Jersey. Scarselletta, 59, has served as a UPIU staff representative for the past 28 years in upstate New York. He served as president of UPIU Local 18 in Glen Falls, N.Y., from 1953-63. Jackman, the majority leader in the New Jersey Senate, died Jan. 28, after a two-year struggle with cancer.

Eugene G. "Gene" Perry was elected by the Bakery, Confectionery and Tobacco Workers executive board to fill out the unexpired term of Vice President **Al Meyer,** who died April 15. Perry, 56, joined BCT Local 1 in Chicago in 1953, became an international representative assigned to southern California in 1966 and was named the technology representative for a six-state western region last year. Meyer, 67, had served as an international vice president since 1962. He had joined the union in 1942, moving up through the ranks of Local 37 to be elected financial secretary-treasurer in 1956.

AWARDS

AFSCME President **Gerald W. McEntee,** an AFL-CIO vice president, was awarded an honorary doctor of law degree from LaSalle University during its 128th commencement May 12 in Philadelphia. McEntee, a 1956 LaSalle graduate, said "I learned to love the labor movement at my father's knee, but it was here at LaSalle with my mentors and friends, that I came to grasp the essential morality of organized labor." He became an organizer in 1958 in Philadelphia and crafted the drive that unionized 75,000 state employees.

Dorothy Shields, director of the AFL-CIO Department of Education, was awarded an honorary doctor of arts degree from Stonehill College in Massachusetts on May 19. Shields, the first woman named to head a federation department, has served in her current post since 1980; she joined the AFL-CIO staff in 1972. She was cited by the college for her work in establishing the Labor/Higher Education Council, her assistance to unions in developing programs to meet the needs of local membership and her direction of the "Labor in the Schools" program. In addition to her work in the education field, Shields also facilitates organized labor's relations with the religious community.

Edwin M. Schmidt, director of AFL-CIO Reproduction, Mailings and Subscriptions, was awarded the Industry Excellence Award by the U.S. Postal Service "in recognition of progressive mailing practices in the nonprofit/college and university area." Schmidt, who recently completed 40 years of service with the AFL-CIO, has been the postal adviser to affiliates and local unions for most of those years and represents the International Labor Press Association on the postal service's Mailers Technical Advisory Committee.

Sam Fine, a former vice president of the Ladies' Garment Workers, received the 1991 Community Achievement Award from the American Labor ORT (Organization for Rehabilitation through Training) chapter of the American ORT Federation at a May 21 luncheon in New York City. Proceeds from the luncheon will establish a Sam Fine ORT Scholarship Fund to aid students at ORT schools throughout the world. Fine, who has served as manager of ILGWU Locals 20, 1-35, and 91-105, is now chairman of the executive committee of the Fashion Crafts Educational Commission Advisory Board for the High School of Fashion Industries. ILGWU President **Jay Mazur,** last year's winner of the Community Service Award, served as the luncheon chairman.

Joe Nigro, business agent of Sheet Metal Workers Local 17 in Boston, was awarded the AFL-CIO Building and Construction Trades Department's President's Award for his fundraising efforts on behalf of DAD's Day (Dollars Against Diabetes). Nigro raised more than $120,000 in 1989 and 1990 for the fund, which benefits the Diabetes Research Institute. BCTD Secretary-Treasurer **Joseph Maloney** presented the award.

AFL-CIO Vice President Joyce Miller, president of the Coalition of Labor Union Women, announced the organization's 1991 Hit or Ms. list, which blasts those whose actions or attitudes smack of sexism and praises those who have made significant contributions on behalf of women.

The 1991 Ms. awards went to:

- The UAW for taking to the Supreme Court the Johnson Controls Inc. case where the employer had barred women of child-bearing age from jobs which exposed them to lead, instead of making the jobs safe for all workers.
- Lois Robinson, a Jacksonville, Fla., shipyard employee who brought a case against her employer and two of her bosses on the grounds that the pornography displayed in their offices constituted sexual harassment.
- Delta Pride Catfish workers, a majority of whom are women, who overcame stiff odds to win a union contract.
- New York State Supreme Court Judge **Carmen Ciparick,** who ruled a state program to provide low-income women with prenatal care violated their constitutional rights to due process, privacy and equal protection because it did not include provisions for safe, legal abortions.
- Archbishop **Rembert Weakland** for supporting a more tolerant stance on pro-choice views within the Catholic Church.
- Good Housekeeping, which in its New Traditionalist advertising campaign depicts working single mothers as responsible, concerned parents and valuable, productive members of the community.

The Hits went to:

- NBC News President **Michael Gartner** and New York Times editor **Max Frankel** for releasing the name of a woman who filed rape charges.
- **Victor Kiam,** owner of the New England Patriots football team and Remington Products Inc., for calling journalist **Lisa Olsen** a "bitch" after she accused Patriot team members of sexually harassing her and for continuing his attack even after being widely censured for his remarks.
- President **George Bush** and those in Congress who have relentlessly supported his pursuit of an anti-family domestic agenda.
- Johnson Controls Inc. for barring women of child-bearing age from hazardous jobs.
- WABC-TV's Eyewitness News in New York City for firing Asian anchorwoman **Kaity Tong,** 40. She was replaced by a non-Asian, younger anchor, which the award said showed the station's insensitivity to both Asians and women.

DEATHS

Joseph A. Beavers, a retired first vice president of the Hotel Employees and Restaurant Employees and treasurer of the 1963 March on Washington, died of cardiac arrest May 13 at Holy Cross Hospital in Silver Spring, Md., after having suffered a stroke. He was 69.

Beavers was elected business representative of the hotel union in 1949 and first vice president in 1975, a post he held until retiring in 1986. He also served as a vice president of the Greater Washington AFL-CIO and the Maryland/D.C. AFL-CIO, and was a founder and former president of the Washington chapter of the Negro American Labor Council.

He was a founder and organizer of "Good Friday Workshops" which trained people for non-violent demonstrations to end segregation in Washington hotels. He was a former member of the executive committee and chairman of the Labor and Industry Committee of the NAACP, and had served as treasurer of the United Way, D.C. Chamber of Commerce and Northwest Settlement House.

Resources

PUBLICATIONS

Bargaining for Family Benefits: A Union Member's Guide is a booklet published by the Coalition of Labor Union Women. Copies are $5 each or $4 each for 20 or more. To order copies, contact CLUW, 15 Union Square, New York, NY 10003.

CONFERENCES

On the Condition of Workers in 1991: A Continuation of the Dialogue Between the Religious Community and Organized Labor, sponsored by the AFL-CIO in cooperation with a number of religious and civil rights groups, will be held June 10-11 at the Hyatt Regency in Atlanta. Conference topics are: Health Care Reform; Human Rights and the Maquiladora Industry; Plant Closings; and the Future of Women, Hispanic, Black and Asian Workers. For more information contact Michael Szpak, AFL-CIO, 202/637-5284.

The Future of Labor-Management Innovation, sponsored by the National Planning Association, will be held June 11-12 at The Hotel Washington. Donald F. Ephlin, NPA senior fellow and former UAW vice president, is among the participants. For more information, contact Jim Auerbach, NPA, 1424 16th Street, N.W., Suite 700, Washington, D.C. 20036.

SEMINARS

The Western Semester, a series of courses offered by the George Meany Center and the AFL-CIO Education Department, will begin during the month of June at the University of California at Berkeley's Clark Kerr Campus. For more information, call the George Meany Center for Labor Studies at 301/431-6400.

AUDIO

Off-Center, the audio magazine of the George Meany Center for Labor Studies and the AFL-CIO Education Department, features segments on Workplace Literacy, the Center's College Degree Program, Getting Along with the Media, and Interviews with musician John McCutcheon and Hungarian Unionist Andras Korossy. A one-year subscription to Off-Center is $18, and individual tapes are $8. To order, contact Lynne Mingarelli at 301/431-6400.

TESTIMONY

Copies of the following testimony are available from the AFL-CIO Pamphlet Division, Room 209, 815 16th Street, N.W., Washington, D.C. 20006:

AFL-CIO President Lane Kirkland testified before the House Subcommittee on Labor-Management Relations on H.R. 5, a bill to amend the National Labor Relations Act to ban **"permanent replacement"** of strikers. Publication No. 91-05.

AFL-CIO Secretary-Treasurer Thomas R. Donahue testified before the Subcommittee on Western Hemisphere and Peace Corps Affairs on the proposed **U.S.-Mexico trade negotiations.** No. 91-06.

Diane Factor, AFL-CIO industrial hygienist, testified before the Health and Environment Subcommittee on **indoor air quality.** No. 91-14.

AFL-CIO President Lane Kirkland testified before the Senate Finance Committee on **national health care** reform. No. 91-12.

AFL-CIO Secretary-Treasurer Thomas R. Donahue testified before the House Ways and Means Committee on the president's request for extension of **fast-track trade agreement** implementing authority. No. 91-15.

Rudy Oswald, director of the AFL-CIO Department of Economic Research, testified before the United States International Development Trade, Finance and Monetary Policy on the North American **free trade agreement.** No. 91-17.

Educators focus on learning to do more with less

Developing the administrative and leadership skills of union leaders was the focus of the AFL-CIO Department of Education annual conference in Bal Harbour, Fla.

The conference, held in conjunction with the University and College Labor Education Association, featured workshops, speakers, and plenary sessions on topics ranging from workforce diversity to strikebreaker legislation and national health care reform.

In light of growing international concerns, the delegates also received information on international labor education issues. Focus groups examined various issues in geographic areas such as Eastern Europe, Sweden, Africa, Canada and South America.

The main focus for the meetings — developing union administrative and leadership skills — was designed to help national staff and local union officers to provide maximum services to members in spite of dwindling resources.

With the average American worker facing so many problems in the workplace, it is increasingly important for unions to work as efficiently and effectively as possible, the AFL-CIO Department of Education said.

Labor gears up to assist new working families

By Colleen M. O'Neill

Changes at home and in the workplace over the last several generations pose many challenges for today's families.

Economic and demographic changes in recent years have reshaped the work force and the family, labor officials say. In most American families, both parents now work. More than two-thirds of all mothers with children work outside the home, while one of every four families is headed by a single parent. Also, the proportion of senior citizens in the population is expanding, and many workers must care for their parents as well as their children.

In response to the special needs of working families, the AFL-CIO has established a working group on work and family issues to explore ways to gain improved child care, elder care and flexible benefits.

The group, under the auspices of the federation's Work and Family Committee chaired by AFSCME President Gerald McEntee, focused its first meeting May 21 on the relationship between work and family from the viewpoints of collective bargaining, legislation and policy-making. It has begun to build a network for information exchange and for a coordinated union approach to achieving improvements.

Mary Logan of the AFL-CIO Employee Benefits Department highlighted the provisions of the child care laws enacted by Congress last October, the first comprehensive federal child care legislation passed since World War II.

While the legislation included less money and placed a greater reliance on the tax code than would have been desirable, it was a small victory and helpful nonetheless, Logan said.

An update on pending family and medical leave legislation was provided by Jane O'Grady of the AFL-CIO Legislative Department. The measure would guarantee workers up to 12 weeks of unpaid leave without threat of loss of job after the birth or adoption of a child or in the event of a serious illness of an immediate family member or the worker. O'Grady said the legislation — H.R. 2 and S. 5 — could come up on the Senate floor in June.

Others discussed the need for greater availability and higher quality care for workers' children and parents. Louise Caddell of the Communications Workers described negotiations with AT&T that resulted in the Work and Family Benefits Program.

Caddell also focused on the need for flexible benefits, including such options as phased-in return from maternity leave, part-time work for employees with family-care needs and a provision for flexible work schedules.

Judith Wineman of the Ladies' Garment Workers and Nancy True of the Teamsters outlined elder care issues for the group. Family members now provide 80 percent of elder care, with only 5 percent of the elderly — mainly those 85 and older — cared for an institutional setting.

Other elder care issues include referral and resource services and flexible leave packages to take care of elderly relatives.

McEntee said that labor and the AFL-CIO committee he chairs will push hard for new approaches and productive programs to assist workers in the 1990s.

Steve Yarmola/AFL-CIO News

Gerald McEntee, president of AFSCME and chair of the AFL-CIO Work and Family Committee, makes a point during the first meeting of the working group on work and family issues. Listening are (from left): Sandy Pope, executive director, Coalition of Labor Union Women; Joan Lombardi, specialist on early childhood and public policy; Mary Logan, assistant director of the AFL-CIO Department of Employee Benefits; Karen Ignagni, the federation's director of Employee Benefits; Joyce Long, women's coordinator of AFSCME's Women's Rights Department; and Leon Lynch, vice president of the Steelworkers.

Chicago students get labor lesson

Chicago schoolchildren gained firsthand knowledge of workplace safety and health at a Workers Memorial Day In-School Program sponsored by the Chicago AFL-CIO, the University of Illinois, the National Safety Council and the Illinois Historical Society.

Nearly 40 students of the 7th and 8th grades at the Oliver Perry School participated in sessions on union history, with an emphasis on child labor and testimonials from workers in hazardous jobs.

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UNION YES

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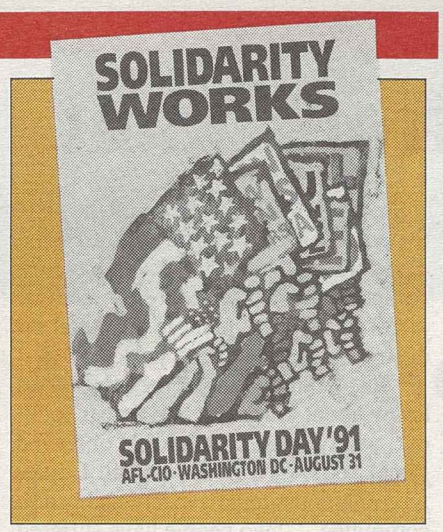

Solidarity Day '91 poster appears in the centerfold of the AFL-CIO News.

AFL-CIO NEWS

VOLUME 36, NUMBER 12 JUNE 10, 1991

Health care, strikebreaker ban: tie that binds

By Michael Byrne

Nearly 70 percent of the 26,450 strikers "permanently replaced" last year were striking over health care benefits as a major issue, according to a study by the AFL-CIO Department of Employee Benefits.

This shocking finding points up the difficult situation in which union members find themselves. With employee health benefit costs rising four times faster than employer contributions, workers have had to take a stand. But that stand has cost them dearly against unscrupulous employers who have jumped at the opportunity to replace their unionized workforces.

The confluence of these two major issues — the permanent replacement of striking workers and the failure of the U.S. health care system — provides a strong impetus to labor's march on Washington Aug. 31, Solidarity Day '91.

Labor and its allies will rally that day to call for changes in the systems that undercut the rights of workers, including the assault on freedom of association at home and abroad.

The campaigns to ban striker replacements and to reform the nation's health care system, along with labor's plans for Solidarity Day '91, will be discussed in detail during a nationwide teleconference originating from AFL-CIO headquarters June 11. The satellite briefing, set for 1:30 to 3:30 p.m. EDT, will include an opportunity for participants at 19 regional sites to phone in questions that cannot be answered on site.

Planned downlink sites include Albuquerque, N.M.; Anaheim, Calif.; Atlanta; Austin, Texas; Baltimore; Chicago; Cincinnati; Detroit; Denver; Farmington, Conn.; Harrisburg, Pa.; Idaho Falls, Idaho; Nashville, Tenn.; Portland, Ore.; Raleigh, N.C.; St. Louis; St. Paul, Minn.; Syracuse, N.Y.; and Tulsa, Okla.

Continued on Page 8

Steve Miller/Miller Photography

Costumed ILGWU members join other unionists in rally for health care reform in New York City.

Democrats' health care plan is first step

By John R. Oravec

National health care legislation introduced by the Senate leadership is seen by the AFL-CIO as a major step toward reforming the existing system, which is afflicted with runaway costs while excluding 37 million persons from coverage.

Democratic leaders said the measure, titled "HealthAmerica," would assure every American basic health insurance coverage, either through employer-provided plans or through a federal-state public insurance program called "AmeriCare," which also would insure the unemployed.

Noting that the proposal has not yet been fully analyzed, the federation said in a statement: "We applaud this Senate effort to provide access for all Americans, assure quality of service, and develop a workable structure to secure cost containment."

To be effective, the federation stressed, the cost-containment features of the package must go beyond voluntary compliance.

"We hope this proposal will energize the Bush administration and others to join in enacting needed health care reform before the adjournment of the 102nd Congress," the AFL-CIO said.

Addressing the issue of cost containment, Senate Majority Leader George Mitchell (D-Maine) said a key element of the legislation is the establishment of a federal expenditure board and state insurance/purchasing consortia, which would save nearly $80 billion in costs over five years.

Joining Mitchell in unveiling the HealthAmerica plan were Sens. Edward Kennedy (D-Mass.), Jay Rockefeller (D-W.Va.) and Donald Riegle (D-Mich.)

Federation Vice President John J. Sweeney, chairman of the AFL-CIO

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Civil rights passage gives Bush chance to 'do right thing'

By James B. Parks

Labor-endorsed civil rights legislation moved a step closer to becoming law when the House passed its version of the bill, which would reverse recent Supreme Court decisions that narrowed the remedies available to victims of job discrimination.

The AFL-CIO applauded the bill's passage. The "vote should prove that it's good politics to do the right thing. The nation should be spared any fresh attempts at racial division.

"We urge the Senate to follow the House's lead and give the president a chance to put equal opportunity back on track by signing the bill," the federation's statement said.

"The concerns of the labor movement and the civil rights movement have long been intertwined. We are united in our fight for justice for all people," said AFL-CIO Vice President Lenore Miller.

"Today's vote represents an important step in that struggle. . . We call on the Senate to follow the House and on President Bush to withdraw the false issue of quotas and support the bill," said Miller, who is president of the Retail, Wholesale and Department Store Union, and chair of the labor federation's Civil Rights Committee.

The bill was passed by a 273-158 margin. Twenty-two Republicans bolted from Bush and voted with 250 Democrats and one Independent in support of the bill.

House Speaker Thomas Foley (D-Wash.) predicted the final version of the bill, yet to be worked out with the Senate, would receive enough votes to override an expected presidential veto.

"This is the first quarter," Foley said. "We are very happy at the results of the vote."

Civil rights leaders agreed. Benjamin Hooks, executive director of the NAACP, said the "vote clearly indicates the majority of Congress and. . . the American people want this measure passed. We hope it becomes law.

"Our efforts will now move to the Senate where we will endeavor to secure a wide margin of passage," Hooks said.

"This was a very strong vote that continues the momentum of the past few weeks" for passage of the bill, said Ralph Neas, executive director of the Leadership Conference on Civil Rights, which includes some 170 civil rights,

Continued on Page 3

Ravenswood bars OSHA inspectors from plant

By Muriel H. Cooper

Ravenswood Aluminum Corp., which has locked out and sought to "permanently replace" 1,700 Steelworkers, has come under congressional scrutiny for its safety record after the company refused entry to inspectors from the Occupational Safety and Health Administration.

Rep. Joseph M. Gaydos (D-Pa.), chairman of the health and safety subcommittee of the House Committee on Education and Labor, asked OSHA Director Gerard Scannell to supply his subcommittee with inspection records of the West Virginia plant from Feb. 7, 1989, to the present.

RAC officials turned away two OSHA inspectors on May 23. The inspectors were armed with warrants to investigate the plant soon after two workers were injured. One of the workers had to be evacuated by emergency helicopter to Charleston Hospital.

Jim Bowen, director of USWA District 23, said the Steelworkers "applaud the congressional committee's action" and termed it an "absolute outrage" that the company refused to honor the federal magistrate's warrant.

"If any corporation in America can high-handedly deny entry to officials of OSHA who have a legal warrant requiring that access be granted, then every American worker's right to a safe job is in jeopardy," Bowen said.

"The federal government can't wait until RAC itself decides when or if it will comply with our federal laws," said Bowen. "They've got to take immediate action if they are to have any credibility with working people in this country."

Sen. Jay Rockefeller (D-W.Va.) also called for an investigation following RAC's "incredible" action in rebuffing federal safety inspectors. During an informal meeting with several wives of the company's union workers, Rockefeller promised to look into the situation.

Part of the seven-month-old dispute stems from disagreements over unsafe working conditions. The 1,700 workers were locked out in November of last year and replaced with about 900 scabs the company said were "permanent replacements."

In a short press release, RAC blamed the Steelworkers for initiating the complaint, saying it refused to permit the OSHA inspection because "the complaint appears to have been filed by people who have no current knowledge of conditions in the plant. RAC will not be a party to the manipulation of a government agency."

Said Steelworkers Local 5668 President Dan Stidham, "I think they have something to hide. Had they been sincere about safety at the plant, I believe they would have allowed OSHA in there to see the conditions at the plant."

Since new owners purchased the plant two years ago, five RAC workers have died. The union says the deaths gave the company the worst record of fatal injuries of any U.S. plant in the metal industry during that time period.

"Just from looking at the injuries we know about since the November lockout, safety must be a joke," observed Local 5668 Vice President Bill Doyle, who chairs the local's safety and health committee. "Two people have suffered electrical injuries, one lost his leg and then two more were seriously injured at the very time the warrant was being served."

Meanwhile, union members are continuing their efforts to publicize the plight of the locked-out workers, including publicizing the companies which use aluminum from RAC. Members also have been traveling throughout the country distributing handbills describing the safety and health conditions at the plant.

ILGWU pattern agreement affects more than 100,000

By Candice Johnson

The Ladies' Garment Workers negotiated new contracts with nearly all major outerwear employer associations, with a pattern settlement set in talks with dress, coat, suit and rainwear employers.

In the first round of agreements reached, 35,000 ILGWU members in New York, New Jersey and Pennsylvania will receive a 12-percent wage increase over the three-year term, as well as increases in employer health and welfare contributions and other benefits.

Negotiating the package were ILGWU Local 89-22-1 and the Dressmakers' Joint Council with nine associations representing outerwear employers.

Settlements with employers in the blouse and sportswear industry, covering 55,000 workers, provided the same wage and benefit improvements. Those agreements were negotiated between ILGWU Local 23-25 and nine employer associations, and between three ILGWU affiliates and the Atlantic Apparel Contractors Association.

More than 100,000 union members at 2,000 companies would be affected by the conclusion of the new agreements. Twelve ILGWU unions and councils have been bargaining with 47 separate manufacturer associations since March. While most of the agreements have been ratified, negotiations with garment trucking firms and a few other groups are continuing.

Throughout negotiations, garment workers stressed that "we are one in '91," and wore buttons and signed petitions to show their support for ILGWU negotiators. Health benefits and a fair wage increase topped union members' concerns.

ILGWU President Jay Mazur said the agreements were "fair and constructive, a pattern for the industry to follow."

Under the settlement, employer contributions to the medical plan will increase by 1.5 percent of payroll over the contract term, with contributions to the drug plan increasing by 1 percent of payroll.

The agreement also provides for extended family leave for workers to care for sick family members, breaks for video display terminal operators and employer funding (based on a percentage of total payroll) for union-management activities under the Council for American Fashion.

Mazur said the cooperative program was a step toward "genuine partnership" that could improve productivity and working conditions and enhance "the strengths of the domestic apparel manufacturing industry."

Joint activities will include the development of child care programs, establishment of ergonomic work stations, skills training and education and initiatives to promote domestic industry and products.

Ray Crowell/Page One Photography

The Solidarity Day '91 poster is fresh off the press, as Graphic Communications Union member George Holt checks the color guage. More than 90,000 posters, available in two sizes, have been mailed out. For information on ordering the poster, displayed on Pages 6-7 of the News, contact your state or local AFL-CIOs, or call 1-800-LABOR 91.

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LEGISLATION

AFL-CIO: No trade favors for China

By Michael Byrne

The AFL-CIO called on Congress to revoke China's most-favored-nation trading status because it "contributes directly to the Chinese government's brutal repression of China's working men, women and children."

President Bush has announced that he plans to again waive the requirements of Title IV of the Trade Act of 1974 to afford China the MFN status.

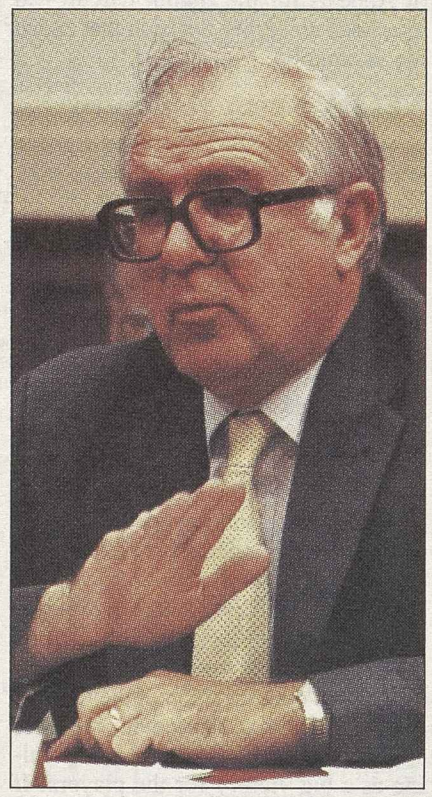
"The AFL-CIO shares in the president's wish to positively influence the policies of China," AFL-CIO Research Director Rudy Oswald told a House Foreign Affairs subcommittee, "but believes that simple morality prohibits rewarding oppression."

The Trade Act denies the privileges of MFN to "nonmarket" countries that prohibit freedom of emigration, but allows the president to waive that requirement for a year if there is evidence the country will move toward freedom of emigration. China not only does not permit its citizens to leave the country, but also maintains strict controls on the movement of people within the country.

"It is abundantly clear that, throughout the decade of the 1980s, including the two years since the tragedy of Tiananmen Square, the policies of the Chinese government have remained unchanged," Oswald said. "The perennial need for a waiver is also evidence of the unreformed totalitarian character of the Beijing regime."

Congress can pass legislation that would overturn Bush's action, or tie any future renewal of the trade status to progress on human rights. It has 90 days to act, subject to veto by Bush.

AFL-CIO Vice President Jack Sheinkman, president of the Clothing and Textile Workers, said "the president is wrong to say that the United States cannot have an impact on the Chinese leaders by the trade policy our nation practices," citing the effectiveness of boycott activity against South Africa. Allowing MFN for China, he said, not only supports the repressive regime, but runs the risk of allowing "goods onto our shores that were made by prison labor."



Rudy Oswald

The Chinese government operates a vast prison gulag, where as many as 20 million Chinese prisoners make products for domestic and foreign markets, Oswald said. He quoted a report by the human rights organization Asia Watch "that it is common practice in China for labor reform camp prisoners to be forcibly and indefinitely retained as workers after they have completed their sentences so that export-oriented productivity will not be diminished by their departure from the (prisons)."

Workers who dare to seek freedom of association are brutalized in this prison system, said Oswald, who cited the examples of Han Dongfang, a leader of the Beijing Autonomous Workers Federation who was released in ill health in May after two years of detention, and Wei Jingsheng, a worker whose advocacy of democracy netted him a 15-year prison term, with three years left to serve.

"For us in the AFL-CIO, the concern for human rights is personalized in the struggles of two young workers in China, Han Dongfang and Wei Jingsheng — both persecuted for the cause of human freedom," Oswald said. "We deem it wholly improper for our government to dignify as 'Most Favored' a regime that brutalizes the likes of Han Dongfang and Wei Jingsheng simply for wanting democracy."

Asia Watch, in "Two Years After Tiananmen," a 150-page report released May 30, noted that "the authorities' harshest treatment has generally been reserved for workers who participated in the pro-democracy movement. Held in the worst of prison conditions, they have also received the heaviest sentences; all but four of the 50 officially announced judicial executions arising from the June 1989 events have been of workers, and the rest were farmers."

The prison labor contributes to the burgeoning U.S. trade deficit with China, which was the third largest in 1990, and is expected to be the second largest this year under MFN, Oswald said. MFN "only serves the interests of the Communist Party elite and a small group of American and other businessmen."

"China is a safe haven for employers who want to escape not just unions, but health and safety controls, child labor restrictions and laws prohibiting discrimination based on race, age, sex or creed," Oswald said.

He warned that heavy commercial relations with a country like China can become addictive to the point where we find ourselves rationalizing a "cozy relationship with a dictatorial regime. . . . It is time to say no."

Rights bill would reverse recent court rulings

Continued from Page 1

consumer, religion and labor groups.

"The president's policies and rhetoric on this legislation has been absolutely reprehensible. He has used the big lie technique of calling it a quota bill when it expressly forbids quotas," Neas said. "The president should be ashamed of himself."

Several moderate Republican senators have introduced a civil rights bill that comes closer to meeting the needs of women and minorities than does the administration's bill.

Foley said he had been assured by Senate Majority Leader George Mitchell (D-Maine) that the Senate would begin consideration promptly. The House speaker said he still held out hope of agreeing on a version Bush would sign.

If the issue returns to the House this year, Foley said, supporters also will gain the votes of one Democrat who was absent and of the Democratic winner of a recent special election in Massachusetts.

The bill, known as the Civil Rights and Women's Equity in Employment Act of 1991, clarifies the intent of law following several recent Supreme Court decisions that made it more difficult for individual workers to sue employers who discriminate in the workplace. The bill allows women, the disabled and religious minorities to sue employers for damages for intentional job bias.

> ***"The president . . . has used the big-lie technique of calling it a quota bill. He should be ashamed of himself."***
>
> **—Ralph Neas**
> **Leadership Conference on Civil Rights**

Rep. Jack Brooks (D-Texas), who sponsored the final version of the bill along with Rep. Hamilton Fish (R-N.Y), said the measure simply restores "what had been the law, what had been operating for the last 25 years when the Supreme Court decided to change in mid-course."

The bill's passage followed the defeat, on a 277-152 vote, of an administration-backed alternative.

The Brooks-Fish bill, for the first time, allows punitive damages for intentional discrimination based on sex, religion, national origin or disability. It sets a $150,000 limit on the amount of those damages.

In cases of unintentional discrimination, the victim must cite a particular employment practice that caused a discriminatory result. After that, the employer must prove that the practice has a "significant and manifest" relationship to effective job performance.

The bill explicitly states that quotas are illegal hiring practices, something advocates said already had been established in court rulings.

The bill further outlaws the practice of race norming or scoring the results of aptitude tests separately for whites, blacks and Hispanics. It also prohibits the use of biased employment tests that fail to predict job performance equally well regardless of race, religion, sex or national origin.

Capitol Digest

Federal nuclear facilities, among the worst polluters and offenders of the nation's environmental safety laws, should be required to comply with both federal and state hazardous waste laws, the AFL-CIO said in supporting a House bill, H.R. 2164.

"The AFL-CIO believes that H.R. 2164 is clearly in the public interest and an important component in protecting the environmental health of workers and their communities," said AFL-CIO Legislative Director Robert M. McGlotten.

Nuclear facilities operated by the Department of Energy employ some 80,000 workers (many of them members of the Electrical Workers, Electronic Workers, Operating Engineers, Laborers, Oil, Chemical and Atomic Workers and other unions) who have been put at risk, along with their communities, because of serious safety and health violations.

DOE also operates, in combination with the Defense Department, some 5,000 hazardous waste sites awaiting cleanup.

The government has claimed "sovereign immunity" from environmental regulations, including the Resource Conservation and Recovery Act. The House legislation would subject the federal facilities to the same enforcement sanctions, including civil penalties, that apply to state and local governments and private companies.

The bill was reported by the House Energy and Commerce Committee and has a companion bill in the Senate. The administration is opposed to the legislation, but claims to support its objectives.

Elsewhere on Capitol Hill:

TIMBER JOBS — The Forests and Families Protection Act, H.R. 2463, would balance economic stability and environmental protection in the Pacific Northwest, the AFL-CIO testified. The bill is one of several aimed at solving the old growth and spotted owl controversies. "By any standard, the impact of some of these proposals on employment in the region would be catastrophic," AFL-CIO Legislative Representative Jay Power told the House Forests, Family Farm and Energy Subcommittee.

HIGHWAY AND TRANSIT —The $105-billion, five-year reauthorization for federal highway and mass transit programs is expected on the Senate floor in early June. The legislation moves away from traditional funding with the creation of Metropolitan Planning Organizations (MPOs), which would have discretion over how the highway and mass transit funds are spent. The AFL-CIO believes the role of the MPOs needs further clarification and is also concerned that there is no worker representation in the MPO structure. The House is expected to act on its own version of the bill and an administration version later.

Court rulings boost agency fees, NFL free agency

By James B. Parks

The U.S. Supreme Court once again rebuffed a Right-to-Work Committee effort to invalidate agency shop contracts and negate the right to charge fees to those non-members covered by those contracts who benefit from the union's activities.

In Lehnert vs. Ferris Faculty Association, the Supreme Court upheld the use of agency fees to support the activities of state and national unions. At the same time, the court ruled, based on First Amendment considerations, that public employee union agency fees cannot be used for lobbying and public relations activities that go beyond efforts to ratify or implement a collective bargaining agreement.

As in earlier decisions on the use of agency fees by unions representing workers covered by the Railway Labor Act and the National Labor Relations Act, the limits on the use of agency fees pertain only if the non-member files an objection to paying the full agency fee.

Fees to parent unions

"The most important issue was whether local bargaining units can charge for the expenses of state and national parent unions," said Robert Chanin, the attorney who argued the case for the National Education Association. It would have caused difficulty "if that had gone the other way," he said.

Public employee unions already were separating out much of the lobbying expenses of objecting non-members under the court's 1977 ruling in Abood vs. Detroit Board of Education, Chanin said.

The ruling established a three-part formula for determining what union activities may be charged to non-members. The activities must be germane to collective bargaining; be in the interest of promoting labor peace and of preventing "free riders" who benefit from the union's efforts without paying for its services; and must not significantly burden free speech.

Using that formula, the court disallowed charging non-members for NEA public relations efforts to enhance the reputation of the teaching profession. But union activities to further teachers' professional development are chargeable, for example, the court said.

In another major labor case, two federal judges have voided the National Football League's antitrust exemption, a step toward free agency for the players.

In Minneapolis, Judge David M. Doty ruled that, because the NFL Players Association decided in November 1989 to renounce its status as the players' collective bargaining agent, no "ongoing collective bargaining relationship exists" and the antitrust exemption ended.

"You couldn't ask for anything better. This is huge," said NFLPA Executive Director Gene Upshaw.

The ruling follows a series of court battles, beginning when the union filed suit against the NFL in 1987 following the players' return without a contract after a 24-day strike.

Doty held that because the union is no longer handling grievances for the players, it has abandoned its collective bargaining relationship with the league. Citing that relationship, the U.S. Court of Appeals for the Eighth Circuit had overruled an earlier decision that ended the exemption.

NFLPA action vindicated

The decision "shows we're right in what we did in 1989," Upshaw said, "and followed exactly" what the appeals court said "we had to do." Other pro sports, particularly baseball, allow athletes more freedom as free agents than the football owners.

The NFL said it plans to appeal the ruling. If the appeals court does not agree to hear the case, then a suit filed by New York Jets running back Freeman McNeil challenging the free agency rule will go ahead.

If the appeals court hears the case, its ruling could be appealed to the Supreme Court.

In a related case, Judge Royce C. Lamberth of Washington, D.C., ruled that the NFL's antitrust exemption ended with the expiration of the last collective bargaining agreement in 1987.

The NFLPA hailed Lamberth's ruling as a big victory for the players. If it stands, the ruling could prevent the NFL from imposing a wage scale as it has threatened to do, Upshaw said. It also could end the college draft, which the NFLPA contends violates antitrust laws and limits players' salaries.

In other court news:

- A settlement has been reached in the Laborers' eight-year battle against a National Western Life Insurance Co. pension plan that was used by non-union contractors to undercut union competitors on federal and state funded construction projects.

The terms of the settlement were confidential, but more than 7,000 union members will receive a check for their share of the settlement. The Builders, Contractors, and Employees Retirement Trust and Pension Plan operated by National Western will be terminated.

- The Supreme Court has agreed to resolve whether an employer has a right to make unilateral changes in benefits and working conditions once it provides the union with notice and an opportunity to respond.

The case, National Labor Relations Board vs. Nabors Trailers Inc., gives the court a chance to endorse the NLRB's view that Taft-Hartley bars employers from making changes until the parties have bargained to an impasse.

- The Supreme Court also let stand a decision by the NLRB that labor law does not require ballots for union elections to be printed in foreign languages for non-English speaking workers.

The board had ruled that English-only ballots are permissible if pre-election notices are translated for all workers.

CBTU at 20 looks forward to more gains

Chicago

More than 2,000 members of the Coalition of Black Trade Unionists celebrated the group's 20th anniversary in the city where it was born, emphasizing the need to keep moving black trade unionism forward in the 1990s.

"This convention is not a trip down memory lane," said William Lucy, secretary-treasurer of AFSCME and CBTU president. "It is a springboard for black trade unionists to have an impact on the national agenda.

"CBTU members — in their union halls, their churches, and their communities — are actively shaping the struggle for quality education, anti-drug programs, more aid for inner cities, and an end to workplace discrimination."

Bush record attacked

Lucy attacked the Bush administration for continuing to spend a disproportionate share of the budget on defense at the expense of domestic needs.

"The welcome home celebrations and the flagwaving ring hollow when at home American workers — including the soldiers returning home from the war — are facing pink slips, mortgage foreclosures, and a president who is playing politics with civil rights while embracing a fast-track approach to exporting American jobs to Mexico under the guise of free trade," he said.

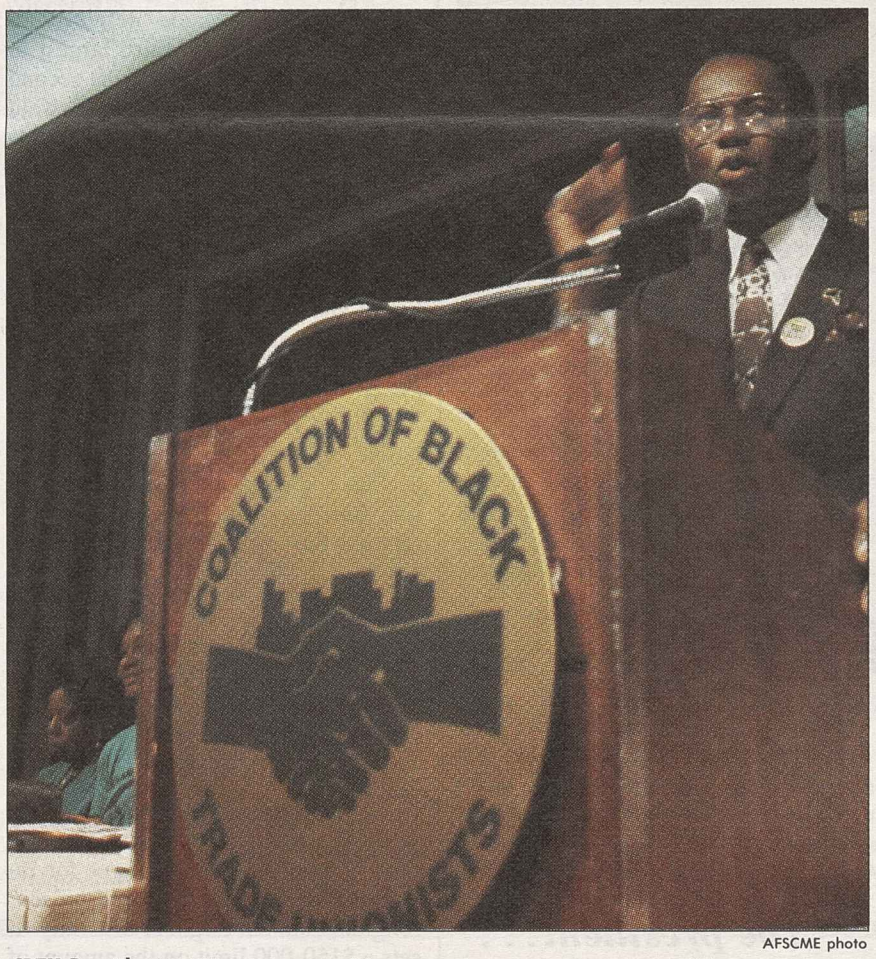
The convention honored five of the group's founders: Lucy; Cleveland Robinson, CBTU executive vice president and secretary-treasurer of UAW District 65; William Simon, CBTU treasurer and president of the Teachers Local 6 in Washington, D.C.; the late Nelson Jack Edwards; and U.S. Rep. Charles Hayes (D-Ill.), who is a member of the Food and Commercial Workers. Also honored for service to the CBTU was Leonard Ball, Lucy's former executive assistant at AFSCME, who recently retired.

Other speakers included Hayes; AFL-CIO Civil Rights Director Richard Womack; Frank Cowan, special assistant to AFSCME President Gerald McEntee; William Pollard, former director of the AFL-CIO Civil Rights Department; Illinois Attorney General Roland Burris; Alexis Herman, chief of staff at the Democratic National Committee; Tony Harrison, director of the Electoral Participation Project; and former Washington, D.C. mayor Marion Barry.

The CBTU Women's Conference kicked off the convention, with Lucy paying special tribute to co-chairs: Addie Wyatt, retired director of UFCW's department of civil rights and women's affairs, and Anita Patterson, an international area director for AFSCME.

Special speakers included economist Julianne Malveaux, USA Today editor Barbara Reynolds and U.S. Rep. Barbara Rose Collins (D-Mich.).

Over the past 20 years, CBTU has grown from 10 chapters representing 37 national and international unions to 27 chapters representing 77 unions.



AFSCME photo

CBTU President William Lucy addresses the organization's 20th anniversary convention in Chicago.

BCTD to appeal harbor cleanup court decision

The AFL-CIO will ask the U.S. Supreme Court to reverse an appeals court decision striking down a project agreement in the $6 billion cleanup of Boston Harbor.

The U.S. Court of Appeals for the First Circuit, in a 3-2 decision, struck down the agreement, which includes a union security clause.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, said "we intend to carry this case as far as we can." Federal courts recently have upheld similar project agreements in Tennessee and Alaska.

Joe Nigro, secretary-treasurer of the Boston Building and Construction Trades Council, said the court had struck down "a perfectly good project without one lost day" and left "all kinds of headaches."

Prior to the negotiation of the agreement there had been "numerous work stoppages for all different reasons," he said.

The case was brought by the notorious anti-union Associated Builders and Contractors against the Massachusetts Water Resources Authority.

The project labor agreement negotiated by the BCTD and Kaiser Engineers includes a no-strike clause, dispute resolution procedures and standardized work rules, as well as the provision that requires workers to join a union within seven days of being hired.

The appeals court upheld an earlier ruling by a court panel. The two dissenting appeals judges, Stephen G. Breyer and Levin H. Campbell, said that nothing in federal labor law "explicitly forbids a state...from entering a pre-hire agreement."

Roll call: Congress votes on 'fast track' resolutions

HOUSE VOTE

The House had two key votes on fast-track authority for the U.S.-Mexico trade negotiations—on the rule and, in the second column, on the resolution by Rep. Byron Dorgan (D-N.D.) to disapprove the extension of fast-track. The AFL-CIO opposed the rule (H. Res. 158), which passed 274-148 (DEM: 129-131; REP: 144-17; IND 1-0) and supported the Dorgan resolution (H. Res. 101), which failed 192-231 (DEM: 170-91; REP: 21-140; IND: 1-0).

Key: R—right; W—wrong; A—absent, did not vote or make position known; I—not in office.

ALABAMA		
1 CALLAHAN (R)	W	W
2 DICKINSON (R)	W	W
3 BROWDER (D)	A	A
4 BEVILL (D)	W	R
5 CRAMER (D)	R	R
6 ERDREICH (D)	R	R
7 HARRIS (D)	R	R
ALASKA		
1 YOUNG, DON (R)	W	W
ARIZONA		
1 RHODES, III (R)	W	W
2 UDALL (D)	I	I
3 STUMP (R)	W	W
4 KYL (R)	W	W
5 KOLBE (R)	W	W
ARKANSAS		
1 ALEXANDER (D)	R	R
2 THORNTON (D)	W	W
3 HAMMERSCHMIDT (R)	W	W
4 ANTHONY (D)	W	W
CALIFORNIA		
1 RIGGS (R)	W	W
2 HERGER (R)	W	W
3 MATSUI (D)	W	W
4 FAZIO (D)	W	W
5 PELOSI(D)	R	W
6 BOXER (D)	R	R
7 MILLER, GEORGE (D)	R	R
8 DELLUMS (D)	R	R
9 STARK (D)	R	R
10 EDWARDS, DON (D)	R	R
11 LANTOS (D)	W	R
12 CAMPBELL, TOM (R)	W	W
13 MINETA (D)	R	R
14 DOOLITTLE (R)	W	W
15 CONDIT (D)	W	R
16 PANETTA (D)	R	W
17 DOOLEY (D)	W	W
18 LEHMAN, RICHARD (D)	R	R
19 LAGOMARSINO (R)	W	W
20 THOMAS, WILLIAM (R)	W	W
21 GALLEGLY (R)	W	W
22 MOORHEAD (R)	W	W
23 BEILENSON (D)	W	W
24 WAXMAN (D)	W	R
25 ROYBAL (D)	W	W
26 BERMAN (D)	W	W
27 LEVINE, MEL (D)	W	A
28 DIXON, JULIAN (D)	W	R
29 WATERS (D)	R	R
30 MARTINEZ (D)	W	R
31 DYMALLY, MERVYN (D)	R	R
32 ANDERSON (D)	W	W
33 DREIER, DAVID (R)	W	W
34 TORRES (D)	R	R
35 LEWIS, JERRY (R)	W	W
36 BROWN, GEORGE (D)	R	R
37 MCCANDLESS (R)	W	W
38 DORNAN, ROBERT (R)	W	A
39 DANNEMEYER (R)	W	W
40 COX, CHRISTOPHER (R)	W	W
41 LOWERY, BILL (R)	W	W
42 ROHRABACHER (R)	W	W
43 PACKARD (R)	W	W
44 CUNNINGHAM (R)	W	W
45 HUNTER (R)	R	R
COLORADO		
1 SCHROEDER (D)	W	W
2 SKAGGS (D)	R	W
3 CAMPBELL, BEN (D)	W	R
4 ALLARD (R)	W	W
5 HEFLEY (R)	W	W
6 SCHAEFER (R)	W	W
CONNECTICUT		
1 KENNELLY (D)	W	W
2 GEJDENSON (D)	W	R
3 DELAURO (D)	R	R
4 SHAYS (R)	W	W
5 FRANKS, GARY (R)	W	W
6 JOHNSON, NANCY (R)	W	W
DELAWARE		
1 CARPER (D)	W	W
FLORIDA		
1 HUTTO (D)	W	W
2 PETERSON, PETE (D)	R	R
3 BENNETT (D)	W	W
4 JAMES (R)	W	W
5 MCCOLLUM (R)	A	A
6 STEARNS (R)	W	R
7 GIBBONS (D)	W	W
8 YOUNG, BILL (R)	A	W
9 BILIRAKIS (R)	W	W
10 IRELAND (R)	R	W
11 BACCHUS (D)	W	W
12 LEWIS, TOM (R)	W	W
13 GOSS (R)	R	W
14 JOHNSTON, HARRY (D)	W	R
15 SHAW (R)	W	W
16 SMITH, LAWRENCE (D)	R	R
17 LEHMAN, WILLIAM (D)	A	A
18 ROS-LEHTINEN (R)	W	W
19 FASCELL (D)	W	W
GEORGIA		
1 THOMAS, LINDSAY (D)	W	R
2 HATCHER (D)	A	R
3 RAY (D)	W	R
4 JONES, BEN (D)	R	R
5 LEWIS, JOHN (D)	R	R
6 GINGRICH (R)	W	W
7 DARDEN (D)	W	R
8 ROWLAND, ROY (D)	W	R
9 JENKINS (D)	W	R
10 BARNARD (D)	W	R
HAWAII		
1 ABERCROMBIE (D)	R	R
2 MINK (D)	W	R
IDAHO		
1 LAROCCO (D)	W	W
2 STALLINGS (D)	W	R
ILLINOIS		
1 HAYES, CHARLES A. (D)	R	R
2 SAVAGE (D)	R	R
3 RUSSO (D)	W	R
4 SANGMEISTER (D)	R	R
5 LIPINSKI (D)	W	R
6 HYDE (R)	W	W
7 COLLINS, CARDISS (D)	R	R
8 ROSTENKOWSKI (D)	W	W
9 YATES (D)	R	R
10 PORTER (R)	R	W
11 ANNUNZIO (D)	W	R
12 CRANE (R)	W	W
13 FAWELL (R)	W	W
14 HASTERT (R)	W	W
15 MADIGAN (R)	I	I
16 COX, JOHN (D)	W	W
17 EVANS, LANE (D)	R	R
18 MICHEL (R)	W	W
19 BRUCE (D)	R	R
20 DURBIN (D)	W	R
21 COSTELLO (D)	R	R
22 POSHARD (D)	R	R
INDIANA		
1 VISCLOSKY (D)	R	R
2 SHARP (D)	R	W
3 ROEMER (D)	R	R
4 LONG (D)	R	R
5 JONTZ (D)	R	R
6 BURTON (R)	R	W
7 MYERS (R)	W	W
8 MCCLOSKEY (D)	R	R
9 HAMILTON (D)	W	W
10 JACOBS (D)	R	R
IOWA		
1 LEACH, JAMES (R)	W	W
2 NUSSLE (R)	W	W
3 NAGLE (D)	R	R
4 SMITH, NEAL (D)	W	W
5 LIGHTFOOT (R)	W	W
6 GRANDY (R)	W	W
KANSAS		
1 ROBERTS, PAT (R)	W	W
2 SLATTERY (D)	W	W
3 MEYERS (R)	R	R
4 GLICKMAN (D)	W	R
5 NICHOLS (R)	W	W
KENTUCKY		
1 HUBBARD (D)	W	W
2 NATCHER (D)	W	R
3 MAZZOLI (D)	W	W
4 BUNNING (R)	W	W
5 ROGERS (R)	R	W
6 HOPKINS (R)	A	A
7 PERKINS (D)	R	R
LOUISIANA		
1 LIVINGSTON (R)	W	W
2 JEFFERSON (D)	R	W
3 TAUZIN (D)	R	W
4 MCCRERY (R)	W	W
5 HUCKABY (D)	W	W
6 BAKER (R)	W	W
7 HAYES, JAMES A. (D)	W	R
8 HOLLOWAY (R)	R	R
MAINE		
1 ANDREWS, THOMAS (D)	R	R
2 SNOWE (R)	W	R
MARYLAND		
1 GILCHREST (R)	W	W
2 BENTLEY (R)	R	R
3 CARDIN (D)	W	W
4 MCMILLEN, TOM (D)	W	W
5 HOYER (D)	R	W
6 BYRON (D)	W	W
7 MFUME (D)	R	R
8 MORELLA (R)	W	W
MASSACHUSETTS		
1 VACANCY		
2 NEAL, RICHARD (D)	R	R
3 EARLY (D)	R	R
4 FRANK, BARNEY (D)	R	R
5 ATKINS (D)	W	W
6 MAVROULES (D)	R	R
7 MARKEY (D)	W	R
8 KENNEDY. JOSEPH (D)	R	R
9 MOAKLEY (D)	W	R
10 STUDDS (D)	R	R
11 DONNELLY (D)	R	W
MICHIGAN		
1 CONYERS (D)	R	R
2 PURSELL (R)	W	W
3 WOLPE (D)	R	R
4 UPTON (R)	W	W
5 HENRY (R)	R	W
6 CARR (D)	R	R
7 KILDEE (D)	R	R
8 TRAXLER (D)	R	R
9 VANDER JAGT (R)	W	W
10 CAMP (R)	W	W
11 DAVIS, ROBERT (R)	W	W
12 BONIOR (D)	W	R
13 COLLINS, BARBARA (D)	R	R
14 HERTEL (D)	R	R
15 FORD, WILLIAM (D)	R	R
16 DINGELL (D)	W	R
17 LEVIN, SANDER (D)	R	R
18 BROOMFIELD (R)	W	W
MINNESOTA		
1 PENNY (D)	W	W
2 WEBER(R)	W	W
3 RAMSTAD (R)	W	W
4 VENTO (D)	R	R
5 SABO (D)	R	R
6 SIKORSKI (D)	R	R
7 PETERSON, COLLIN (D)	R	R
8 OBERSTAR (D)	R	R
MISSISSIPPI		
1 WHITTEN (D)	W	R
2 ESPY (D)	R	W
3 MONTGOMERY (D)	W	W
4 PARKER (D)	W	W
5 TAYLOR, GENE (D)	R	R
MISSOURI		
1 CLAY (D)	R	R
2 HORN (D)	W	R
3 GEPHARDT (D)	W	W
4 SKELTON (D)	A	W
5 WHEAT (D)	W	R
6 COLEMAN, THOMAS (R)	W	W
7 HANCOCK (R)	W	W
8 EMERSON (R)	W	W
9 VOLKMER (D)	R	R
MONTANA		
1 WILLIAMS, PAT (D)	A	A
2 MARLENEE (R)	W	R
NEBRASKA		
1 BEREUTER (R)	W	W
2 HOAGLAND (D)	R	R
3 BARRETT (R)	W	W
NEVADA		
1 BILBRAY (D)	R	R
2 VUCANOVICH (R)	W	A
NEW HAMPSHIRE		
1 ZELIFF (R)	W	W
2 SWETT (D)	R	R
NEW JERSEY		
1 ANDREWS, ROBERT (D)	R	R
2 HUGHES (D)	R	W
3 PALLONE (D)	R	R
4 SMITH,CHRISTOPHER(R)	W	R
5 ROUKEMA (R)	R	W
6 DWYER (D)	R	R
7 RINALDO (R)	W	W
8 ROE (D)	R	R
9 TORRICELLI (D)	W	W
10 PAYNE, DONALD (D)	R	R
11 GALLO (R)	W	W
12 ZIMMER (R)	W	W
13 SAXTON (R)	W	W
14 GUARINI (D)	W	W
NEW MEXICO		
1 SCHIFF (R)	W	W
2 SKEEN (R)	W	W
3 RICHARDSON (D)	W	W
NEW YORK		
1 HOCHBRUECKNER (D)	W	R
2 DOWNEY, THOMAS (D)	W	W
3 MRAZEK (D)	W	W
4 LENT (R)	W	W
5 MCGRATH (R)	A	W
6 FLAKE (D)	R	R
7 ACKERMAN (D)	R	R
8 SCHEUER (D)	R	R
9 MANTON (D)	R	R
10 SCHUMER (D)	W	W
11 TOWNS (D)	R	R
12 OWENS, MAJOR (D)	R	R
13 SOLARZ (D)	W	W
14 MOLINARI, SUSAN (R)	W	W
15 GREEN (R)	W	W
16 RANGEL, CHARLES (D)	R	R
17 WEISS (D)	R	R
18 SERRANO (D)	W	R
19 ENGEL (D)	R	R
20 LOWEY, NITA (D)	R	R
21 FISH (R)	W	W
22 GILMAN (R)	W	R
23 MCNULTY (D)	W	R
24 SOLOMON (R)	W	R
25 BOEHLERT (R)	W	W
26 MARTIN, DAVID (R)	W	W
27 WALSH (R)	W	W
28 MCHUGH (D)	R	W
29 HORTON (R)	W	W
30 SLAUGHTER, LOUISE (D)	W	R
31 PAXON (R)	W	W
32 LAFALCE (D)	R	R
33 NOWAK (D)	R	R
34 HOUGHTON (R)	W	W
NORTH CAROLINA		
1 JONES, WALTER (D)	W	R
2 VALENTINE (D)	W	R
3 LANCASTER (D)	R	R
4 PRICE, DAVID (D)	W	W
5 NEAL, STEPHEN (D)	R	R
6 COBLE (R)	R	R
7 ROSE (D)	W	R
8 HEFNER (D)	W	R
9 MCMILLAN, ALEX (R)	W	W
10 BALLENGER (R)	W	R
11 TAYLOR, CHARLES (R)	R	R
NORTH DAKOTA		
1 DORGAN, BYRON (D)	W	R
OHIO		
1 LUKEN, CHARLES (D)	R	W
2 GRADISON (R)	W	W
3 HALL, TONY (D)	W	W
4 OXLEY (R)	W	W
5 GILLMOR (R)	W	W
6 MCEWEN (R)	W	W
7 HOBSON (R)	W	W
8 BOEHNER (R)	W	W
9 KAPTUR (D)	W	R
10 MILLER, CLARENCE (R)	W	R
11 ECKART (D)	W	R
12 KASICH (R)	W	W
13 PEASE (D)	R	R
14 SAWYER (D)	R	W
15 WYLIE (R)	W	W
16 REGULA (R)	R	W
17 TRAFICANT (D)	R	R
18 APPLEGATE (D)	R	R
19 FEIGHAN (D)	R	R
20 OAKAR (D)	R	R
21 STOKES (D)	R	R
OKLAHOMA		
1 INHOFE (R)	W	W
2 SYNAR (D)	W	W
3 BREWSTER (D)	R	R
4 MCCURDY (D)	W	W
5 EDWARDS, MICKEY (R)	W	W
6 ENGLISH (D)	R	R
OREGON		
1 AUCOIN (D)	R	R
2 SMITH, ROBERT F. (R)	W	W
3 WYDEN (D)	W	W
4 DE FAZIO (D)	R	R
5 KOPETSKI (D)	W	W
PENNSYLVANIA		
1 FOGLIETTA (D)	W	R
2 GRAY, WILLIAM (D)	W	R
3 BORSKI (D)	R	R
4 KOLTER (D)	R	R
5 SCHULZE (R)	W	W
6 YATRON (D)	R	R
7 WELDON (R)	R	W
8 KOSTMAYER (D)	W	W
9 SHUSTER (R)	W	R
10 MCDADE (R)	R	R
11 KANJORSKI (D)	R	R
12 MURTHA (D)	W	R
13 COUGHLIN (R)	W	W
14 COYNE, WILLIAM (D)	W	W
15 RITTER (R)	W	W
16 WALKER (R)	W	W
17 GEKAS (R)	W	W
18 SANTORUM (R)	W	W
19 GOODLING (R)	W	R
20 GAYDOS (D)	R	R
21 RIDGE (R)	W	W
22 MURPHY (D)	R	R
23 CLINGER (R)	W	W
RHODE ISLAND		
1 MACHTLEY (R)	W	W
2 REED (D)	W	R
SOUTH CAROLINA		
1 RAVENEL (R)	W	R
2 SPENCE (R)	R	R
3 DERRICK (D)	W	R
4 PATTERSON (D)	W	R
5 SPRATT (D)	R	R
6 TALLON (D)	R	R
SOUTH DAKOTA		
1 JOHNSON, TIM P. (D)	W	R
TENNESSEE		
1 QUILLEN (R)	W	R
2 DUNCAN, JR. (R)	W	R
3 LLOYD (D)	R	R
4 COOPER (D)	W	W
5 CLEMENT (D)	W	W
6 GORDON (D)	W	W
7 SUNDQUIST (R)	W	W
8 TANNER (D)	W	W
9 FORD, HAROLD (D)	R	R
TEXAS		
1 CHAPMAN (D)	W	W
2 WILSON, CHARLES (D)	W	W
3 BARTLETT (R)	I	I
3 JOHNSON, SAM (R)	W	W
4 HALL, RALPH (D)	W	W
5 BRYANT, JOHN (D)	R	W
6 BARTON (R)	W	W
7 ARCHER (R)	W	W
8 FIELDS (R)	W	W
9 BROOKS (D)	W	R
10 PICKLE (D)	W	W
11 EDWARDS, CHET (D)	W	W
12 GEREN (D)	W	W
13 SARPALIUS (D)	W	W
14 LAUGHLIN (D)	W	W
15 DE LA GARZA (D)	W	W
16 COLEMAN, RONALD (D)	W	W
17 STENHOLM (D)	W	W
18 WASHINGTON (D)	R	R
19 COMBEST (R)	W	W
20 GONZALEZ (D)	R	R
21 SMITH, LAMAR (R)	W	W
22 DELAY (R)	W	W
23 BUSTAMANTE (D)	W	W
24 FROST (D)	W	R
25 ANDREWS, MIKE (D)	W	W
26 ARMEY (R)	W	W
27 ORTIZ (D)	W	W
UTAH		
1 HANSEN (R)	W	W
2 OWENS, WAYNE (D)	W	W
3 ORTON (D)	R	W
VERMONT		
1 SANDERS (I)	W	R
VIRGINIA		
1 BATEMAN (R)	W	W
2 PICKETT (D)	W	W
3 BLILEY (R)	W	W
4 SISISKY (D)	R	R
5 PAYNE, LEWIS (D)	W	R
6 OLIN (D)	W	W
7 SLAUGHTER, D. F. (R)	W	W
8 MORAN (D)	R	W
9 BOUCHER (D)	W	W
10 WOLF (R)	W	W
WASHINGTON		
1 MILLER, JOHN (R)	W	W
2 SWIFT (D)	W	W
3 UNSOELD (D)	R	R
4 MORRISON, SID (R)	W	W
5 FOLEY (D)	S	S
6 DICKS (D)	W	W
7 MCDERMOTT (D)	W	W
8 CHANDLER (R)	W	W
WEST VIRGINIA		
1 MOLLOHAN (D)	R	R
2 STAGGERS (D)	R	R
3 WISE (D)	R	R
4 RAHALL (D)	R	R
WISCONSIN		
1 ASPIN (D)	W	R
2 KLUG (R)	W	W
3 GUNDERSON (R)	W	W
4 KLECZKA (D)	R	R
5 MOODY (D)	R	R
6 PETRI (R)	W	W
7 OBEY (D)	R	R
8 ROTH, TOBY (R)	W	W
9 SENSENBRENNER (R)	W	W
WYOMING		
1 THOMAS, CRAIG (R)	W	W

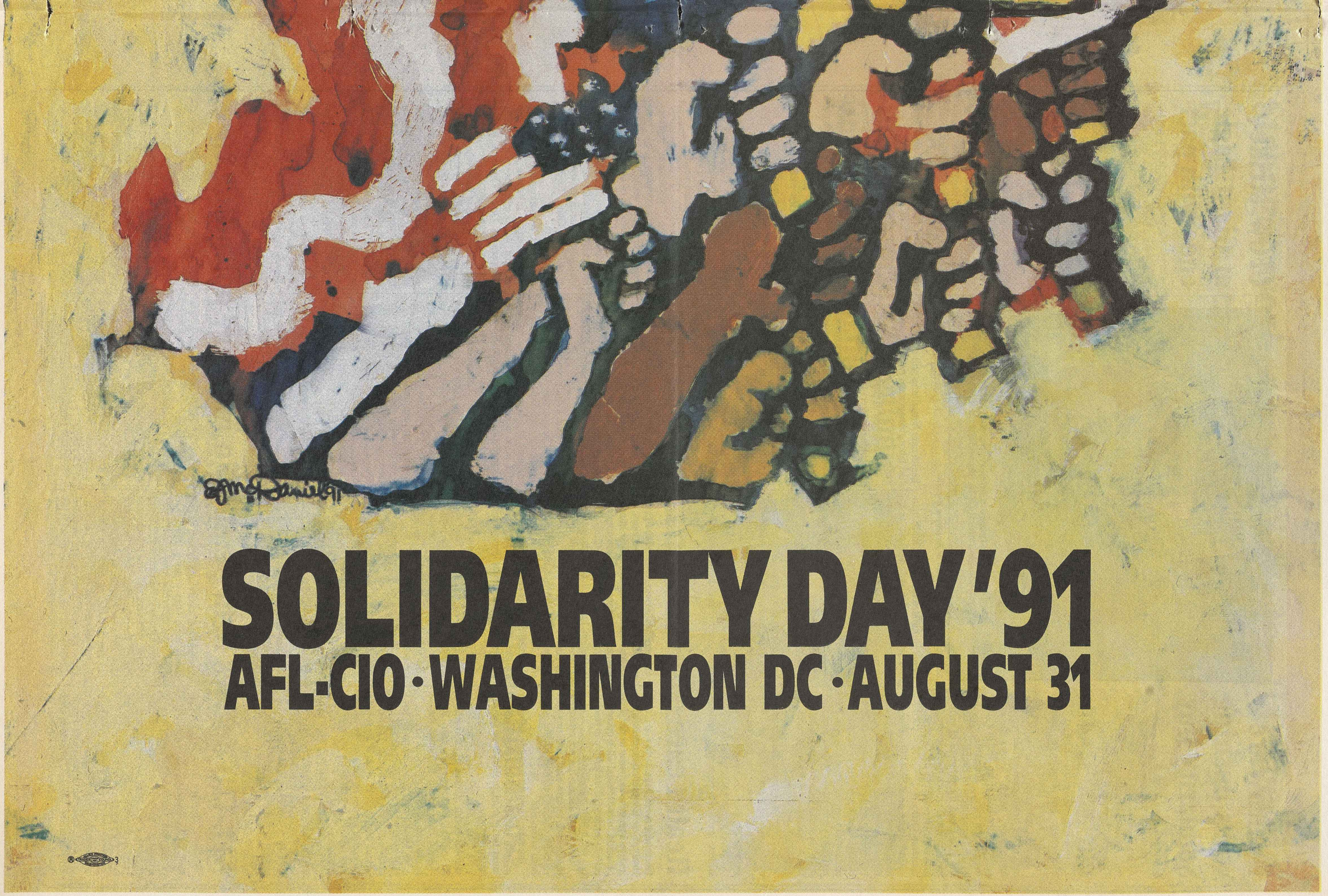
SENATE VOTE

The key vote on U.S.-Mexico trade negotiations in the Senate was on S. Res. 78, introduced by Sen. Ernest Hollings (D-S.C.), disapproving extension of "fast-track" procedures. The AFL-CIO favored the Hollings resolution, which was rejected 36-59 (DEM: 31-23; REP: 5-36).

Key: R-right; W-wrong; A-absent, did not vote or make position known.

ALABAMA	
HEFLIN (D)	R
SHELBY (D)	R
ALASKA	
MURKOWSKI (R)	W
STEVENS (R)	W
ARIZONA	
DECONCINI (D)	W
MCCAIN (R)	W
ARKANSAS	
BUMPERS (D)	R
PRYOR (D)	A
CALIFORNIA	
CRANSTON (D)	A
SEYMOUR (R)	W
COLORADO	
BROWN (R)	W
WIRTH (D)	W
CONNECTICUT	
DODD (D)	R
LIEBERMAN (D)	W
DELAWARE	
BIDEN (D)	W
ROTH, WILLIAM (R)	W
FLORIDA	
GRAHAM, BOB (D)	W
MACK (R)	R
GEORGIA	
FOWLER (D)	A
NUNN (D)	W
HAWAII	
AKAKA (D)	R
INOUYE (D)	R
IDAHO	
CRAIG (R)	W
SYMMS (R)	W
ILLINOIS	
DIXON, ALAN (D)	R
SIMON (D)	R
INDIANA	
COATS (R)	W
LUGAR (R)	W
IOWA	
GRASSLEY (R)	W
HARKIN (D)	R
KANSAS	
DOLE (R)	W
KASSEBAUM (R)	W
KENTUCKY	
FORD, WENDELL (D)	R
MCCONNELL (R)	W
LOUISIANA	
BREAUX (D)	W
JOHNSTON, BENNETT (D)	R
MAINE	
COHEN (R)	R
MITCHELL, GEORGE (D)	W
MARYLAND	
MIKULSKI (D)	R
SARBANES (D)	R
MASSACHUSETTS	
KENNEDY, EDWARD (D)	W
KERRY, JOHN (D)	W
MICHIGAN	
LEVIN, CARL (D)	R
RIEGLE (D)	R
MINNESOTA	
DURENBERGER (R)	W
WELLSTONE (D)	R
MISSISSIPPI	
COCHRAN (R)	W
LOTT (R)	A
MISSOURI	
BOND (R)	W
DANFORTH (R)	W
MONTANA	
BAUCUS (D)	W
BURNS (R)	W
NEBRASKA	
EXON (D)	R
KERREY, BOB (D)	W
NEVADA	
BRYAN, RICHARD (D)	W
REID (D)	R
NEW HAMPSHIRE	
RUDMAN (R)	W
SMITH, ROBERT C. (R)	W
NEW JERSEY	
BRADLEY (D)	W
LAUTENBERG (D)	W
NEW MEXICO	
BINGAMAN (D)	W
DOMENICI (R)	W
NEW YORK	
D'AMATO (R)	W
MOYNIHAN (D)	R
NORTH CAROLINA	
HELMS (R)	A
SANFORD (D)	R
NORTH DAKOTA	
BURDICK (D)	R
CONRAD (D)	R
OHIO	
GLENN (D)	R
METZENBAUM (D)	R
OKLAHOMA	
BOREN (D)	W
NICKLES, DON (R)	W
OREGON	
HATFIELD (R)	W
PACKWOOD (R)	W
PENNSYLVANIA	
SPECTER (R)	R
WOFFORD (D)	R
RHODE ISLAND	
CHAFEE (R)	W
PELL (D)	W
SOUTH CAROLINA	
HOLLINGS (D)	R
THURMOND (R)	R
SOUTH DAKOTA	
DASCHLE (D)	R
PRESSLER (R)	W
TENNESSEE	
GORE (D)	W
SASSER (D)	R
TEXAS	
BENTSEN (D)	W
GRAMM, PHIL (R)	W
UTAH	
GARN (R)	W
HATCH (R)	W
VERMONT	
JEFFORDS (R)	R
LEAHY (D)	R
VIRGINIA	
ROBB (D)	W
WARNER (R)	W
WASHINGTON	
ADAMS (D)	R
GORTON (R)	W
WEST VIRGINIA	
BYRD, ROBERT (D)	R
ROCKEFELLER (D)	W
WISCONSIN	
KASTEN (R)	W
KOHL (D)	W
WYOMING	
SIMPSON (R)	W
WALLOP (R)	W

SOLIDARITY WORKS


SOLIDARITY DAY '91
AFL-CIO · WASHINGTON DC · AUGUST 31

Health care woes pushing Solidarity Day

Continued from Page 1

The teleconference will open with AFL-CIO President Lane Kirkland and will include briefings by Secretary-Treasurer Thomas R. Donahue; COPE Director John Perkins, who is coordinating Solidarity Day activities; Legislative Director Robert M. McGlotten; and Employee Benefits Director Karen Ignagni.

Ignagni will present the major findings of the health care-striker replacement study, which "shows the cold reality of the risk of job loss in a strike over health care," she said.

The Department of Employee Benefits also found the problem of striker replacements is much more severe than previously reported by the General Accounting Office.

Combining an AFL-CIO survey of local unions with the GAO survey and figures compiled by the Bureau of Labor Statistics, "it is possible to estimate that 11 percent of the workers participating in large strikes were permanently replaced in 1990 — a decided jump above the General Accounting Office's findings of three percent in 1989," the study said.

The difference lies in the particular nature of the major strikes in 1990, some of which resulted in near total job loss for the workers involved.

"We estimate that two-thirds of 1990 strikes involving permanent replacements eliminated the jobs of more than half of the unionized workers (e.g. Eastern was liquidated and Greyhound is in bankruptcy court limbo while union claims on the jobs continue through the legal process)."

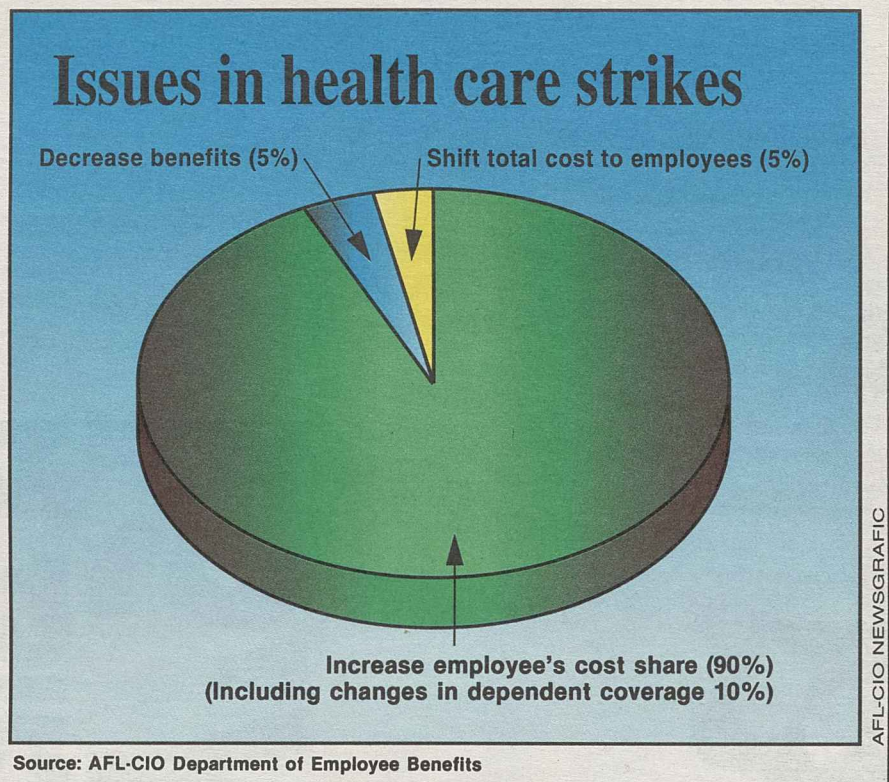
More than half, or 55 percent, of the workers on strike in 1990 struck over health care issues.

In all of these cases, employers were attempting to shift the costs of health care benefits to workers, and in 90 percent of the cases, employers were seeking to increase employees' out-of-pocket costs.

"Until Congress enacts national health care reform, the pressures from health care bargaining will continue to fuel labor-management strife," Ignagni said.

The practice of permanently replacing striking workers further exacerbates labor-management relations. If struck in 1991, 82 percent of employers indicated they would consider replacing or attempting to replace their workforce, according to a report by the Bureau of National Affairs.

The complete study, "The Permanent Replacement of Workers Striking Over Health Care Benefits in 1990," is available from the AFL-CIO, Room 209, 815 16th St. N.W., Washington, D.C. 20006.



AFL-CIO NEWSGRAFIC

Source: AFL-CIO Department of Employee Benefits

UFCW strike at Giant Eagle ends with pact

By Candice Johnson

After six weeks on the picket lines at Giant Eagle food stores in the Pittsburgh area, union workers gained a wage increase, better job conditions for full- and part-time workers and job ments," but the company soon "real-

More than 5,000 members of two units of Food and Commercial Workers Local 23 are covered by the agreement. Grocery clerks voted for the settlement 1,126 to 132 and meat department workers approved it 360-93. The agreement will be in effect through June 25, 1994.

The settlement followed six weeks of on-again, off-again negotiations, the involvement of a federal mediator and solidarity demonstrations that brought thousands of union members out in support of the UFCW strikers.

The agreement provides an hourly wage increase of $1.15 over the three-year contract term for more senior workers and an hourly increase of up to $1.75 over the term for less senior employees. More senior employees get a $1,000 signing bonus.

Health benefits extended

It also provides health benefits for part-time workers who work full-time hours, adds dental and vision coverage for part-time workers. The agreement includes a pledge by Giant Eagle that it will keep its corporate-owned stores in operation for at least a year if a franchise store is opened nearby.

Before the strike, Giant Eagle talked about hiring "permanent replacements," but the company soon "realized the error that would be," said Glen Plummer, director of communications for UFCW Local 23.

Pittsburgh union members turned out for several solidarity demonstrations, including a march through the city and a rally at Giant Eagle's corporate headquarters.

The UFCW workers had the backing of Pittsburgh residents during the walkout, with a telephone poll of 1,321 shoppers by Direct Opinions Inc., a market research group, showing that nearly two-thirds of those who shopped at Giant Eagle before the strike boycotted the chain during the dispute.

Plummer said that among the union's goals was winning a pledge from the supermarket chain that it would continue investment in its corporate-owned stores. Of the Giant Eagle food markets, 31 are owned by the corporation and 46 are franchises.

Other bargaining priorities included reclassification for workers considered part-time despite their working more than 40 hours a week; improvement of health and welfare coverage, with additional benefits extended to part-time workers on a full-time schedule and narrowing wage differentials.

Health care cost containment crucial issue

Continued from Page 1

Health Care Committee, termed the initiative a positive response to the pleas of union members and all workers in calling for federal leadership in resolving the health care crisis.

The White House has not offered a health care reform plan, insisting that relevant studies on the issue have not been completed.

But in outlining the measure, Mitchell pointed out that studies clearly document the glaring problems of the existing system:

- The number of Americans without health insurance, estimated at 37 million, is rising every year. Sixty million have health insurance that is inadequate to cover serious illness.
- Health care costs came to $671 billion in 1990 and continue to rise at double-digit rates each year. The explosion of health cares costs is a growing economic burden on the average American family, as well as on workers and employers.

Under the HealthAmerica plan, which would be phased in over five years, employers would be required to provide health care insurance or contribute to the federal-state AmeriCare plan.

AmeriCare would replace Medicaid, except for long-term care services.

The secretary of health and human services would set the amount employers would pay into AmeriCare. The legislation leaves it to congressional committees to determine how to fund the plan.

Workers would have to accept coverage for themselves and their families if offered by their employers, and pay a share of the premium as well as co-payments and deductibles if required by the employer's plan.

A similar obligation would be assumed by workers whose employers contribute to the federal-state plan.

The legislation sets maximums in cost-sharing for workers. The limits include:

- 20 percent of the premium.
- Deductibles of $250 per individual and $500 per family.
- Co-payments of 20 percent — except for outpatient mental health services, which would be 50 percent.
- Out-of-pocket catastrophic cap on liability for covered services of $3,000.
- For low-income workers, the premium share, co-payments and deductibles would be subsidized by the federal-state plan.

If an employer provides coverage, all employees who work 17.5 hours or more per week and their families must be covered. The employer may choose to contribute to the public plan for workers employed less than 17.5 hours a week.

Meanwhile, a study conducted by the General Accounting Office concluded that health care could be extended to the millions of uninsured Americans and still save money if the United States adopted a coordinated, national system.

GAO estimated that if the universal coverage and cost-containment features of the Canadian plan were used, the short-run U.S. savings on insurance overhead would be $34 billion and another $33 billion could be saved on hospital and administrative costs.

In releasing the report, Comptroller General Charles A. Bowsher told the House Committee on Government Operations that certain elements of the Canadian system should be incorporated into the U.S. system. They include universal health insurance, uniform reimbursement rules, as well as systemwide spending controls with lump-sum budgeting for hospitals and uniform fee schedules for physician services.

AFL-CIO decries light penalty in mercury poisoning case

New York

The lenient sentences given the owners of Pymm Thermometer, convicted of exposing dozens of workers to mercury poisoning, sends the wrong message to employers who flaunt safety laws, the AFL-CIO said.

"If employers aren't going to be held accountable for actions that are clearly criminal, then we'll see more Pymm Thermometer cases," predicted Peg Seminario, the federation's director of occupational safety and health. "The courts must start treating injuries to workers as the crimes they really are."

Two brothers, William and Edward Pymm, president and vice president of Pymm Thermometer, were sentenced May 28 to six months of weekends in jail and $10,000 in fines on second-degree assault and falsifying records. They received four-month weekend sentences, to run concurrently with the six-month sentences, on misdemeanor charges of conspiracy and reckless endangerment.

Justice Thaddeus Owens of the state Supreme Court, who earlier threw out the 1987 convictions of the Pymms only to be overturned by an appeals court and the U.S. Supreme Court, dismissed a first-degree assault charge that carried a minimum of 18 months in jail and up to 15 years.

Brooklyn District Attorney Charles J. Hynes said his office will appeal the sentence. "It does no justice for the victim. . . who was slowly poisoned by mercury and whose life has been unalterably changed by the brain damage he has sustained."

The case began in 1985 when the Occupational Safety and Health Administration found the Pymms were recycling mercury by having workers crush broken thermometers in a windowless basement room the company had kept secret from OSHA inspectors.

Stronger worker protections top ILO agenda

By Steven Slezak

Worldwide concerns with workplace standards in hotel and restaurant jobs, workers' fate in bankruptcy proceedings and the impact of technology on agricultural workers top the agenda for the annual conference of the International Labor Organization in Geneva.

Because of poor labor standards prevalent in the hotel and restaurant industry globally, the ILO last year began to draw up a convention on those working conditions. A convention setting standards on hours (including split shifts and overtime), wages and tips, annual leave, comparable worth and training is expected to be adopted in this session.

The explosive growth of business failures in the past 20 years has prompted the ILO to renew its examination of bankruptcy to determine how international labor standards may be strengthened. Although ILO Convention 95 on the protection of wages already gives priority to the payment of wages due workers by a bankrupt employer, current ILO standards do not go far enough to protect workers' interests in cases of insolvency.

In agriculture, the advances in biotechnology and farm equipment have raised questions about their impact on agricultural workers, specifically in terms of employment, training needs and occupational safety and health. The ILO also will look at the effects of these new technologies on the environment and on their potential for reducing poverty in the world.

The labor, business and government delegates from 149 nations at the 78th session of the International Labor Conference also will consider a report issued by ILO Director-General Michael Hansenne on what is known as the "informal sector" of the world economy — unregulated, low-productivity, and low-income jobs that are especially prevalent in less-developed countries.

The International Labor Conference is the legislative arm of the ILO, an agency of the United Nations. Founded in 1919 as part of the old League of Nations, it is the only international body that is tripartite — the meeting of representatives of labor, business, and government as equals to define areas of common interest and to create solutions to common problems.

The ILO also is the only UN body devoted to the protection of the rights of workers. Samuel Gompers, founder and first president of the AFL, headed the commission that gave birth to the ILO. American labor has been active in its affairs ever since.

The ILO's purpose is to create and enforce labor standards worldwide in an effort to improve the lives of workers, to promote basic human rights, and to provide much-needed research and technical assistance to countries that need it.

ILO conventions are the world's labor laws; they have the force of international treaties among those countries that ratify them.

The United States delegation numbers 51 delegates, deputies, advisers, and observers, 23 of whom represent the AFL-CIO. The American worker delegation is headed this year by the U.S. worker delegate, Jim Baker, the AFL-CIO European representative. Charles Gray, executive director of the AFL-CIO's Asian-American Free Labor Institute, is the U.S. deputy worker delegate.

In addition, the American labor delegation includes AFL-CIO President Lane Kirkland; AFL-CIO Vice President John T. Joyce, president of the Bricklayers; Leon Lynch, vice president of the Steelworkers; Vincent Sirabella, director of organization at the Hotel Employees and Restaurant Employees, and Marcello Salcido, president of Food and Commercial Workers Local 126.

Turbulent airline bargaining linked to deregulation flaws

By Candice Johnson

Union members continue to be buffeted by the turbulence in the airline industry.

Over the 13 years since airline deregulation, more than 150 airlines, including major carriers like Eastern, have folded. Others, overburdened by massive debt incurred through mergers or leveraged buyouts, have a shaky finanical future.

A report by the Air Line Pilots shows that deregulation, trumpeted by proponents as the best way to bring competition — and new airlines — into the industry, instead has resulted in the market concentration of just a few carriers and higher fares for many passengers.

But experience has proven AFL-CIO President Lane Kirkland correct in his analysis then that what deregulation would teach is "why those industries were regulated in the first place," because the carriers would cannabalize each other.

Meanwhile, unions are finding tough bargaining with airline employers bent on cutting wages and benefits and slashing jobs while scrambling to increase fares and passengers.

At United Airlines, about 15,000 Flight Attendants are waiting for the National Mediation Board to act on the union's petition for a 30-day "cooling off period."

Last week, the NMB was unable to bring the parties back to negotiations. The attendants, negotiating with United since 1987, have not had a raise in five years. AFA leaders are holding informational meetings at home bases.

At Trans World Airlines, owner Carl Icahn was scheduled to meet separately with union workers and management in St. Louis on the carrier's financial situation.

Icahn has called for concessions from the Machinists, Pilots and unaffiliated attendants, but union officials noted that previous concessions had been squandered by Icahn. The unions said they would not be likely to offer him the same $137 million package offered to Tracinda Corp. to bolster its buyout bid.

The unions and St. Louis city officials have taken their fight to stop the sale of three TWA London routes to federal appeals court, which has agreed to issue an order before July 1, the date the sale to American takes effect.

In other industry developments:

- The IAM won an overwhelming vote in a representation election at Northwest Airlines, defeating a challenge from an unaffiliated mechanics association by a 4,157-2,800 vote.
- ALPA has petitioned the NMB for recognition to represent 2,300 pilots at Federal Express Corp., which has consistently resisted unionization.

In its report, "Airlines in Crisis: Deregulation and Globalization in the 1990s," ALPA outlined several union concerns on the problems in the now not-so-friendly skies.

Pointing out that the Department of Transportation retained the right under deregulation to intervene in sales and mergers if those actions would weaken competition, ALPA charged that DOT has chosen to take no action while the industry continues to experience serious problems.

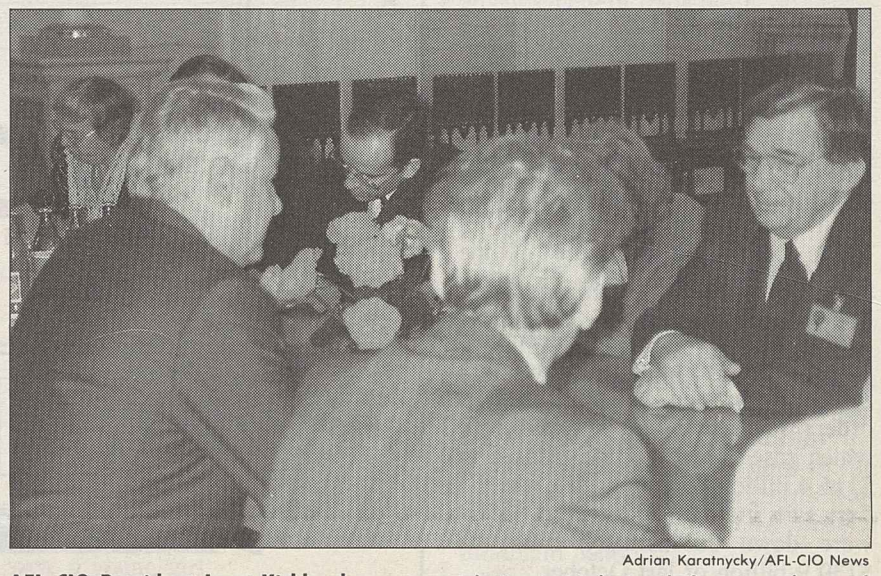
The union took issue with Transportation Secretary Samuel Skinner's statements that airline contract settlements may not be "consonant and consistent with market forces" and that labor costs constitute a major part of the industry's problems.

ALPA offered to provide Skinner with correct wage statistics, but the transportation secretary continues to ignore labor's contributions to productivity and wage reductions, which have kept labor costs static or even reduced under deregulation, ALPA President Randy Babbitt said.

Babbitt said it is nothing less than absurd "for Secretary Skinner to state — before the backdrop of a decade of total DOT inaction and recent staggering losses caused by war, recession and fuel prices — that airline labor costs are the source of the industry's problems."

The pilots union also noted that low wages had little effect on a airline's profitability, noting that Pan Am and Continental, with the lowest labor costs in the industry have filed for bankruptcy protection, with TWA, also a low labor cost carrier, in critical condition. Yet Delta, with the industry's highest costs, is one of the more profitable carriers.

ALPA also criticized Skinner's proposal to allow foreign governments to own as much as 49 percent of a domestic carrier, up from 25 percent.



Adrian Karatnycky/AFL-CIO News

AFL-CIO President Lane Kirkland meets with Boris Yeltsin, left, president of the Russian republic, during Kirkland's visit to Moscow for the Sakharov conference on human rights. Yeltsin took Kirkland on a tour of the Kremlin and expressed a desire that he, like Sakharov, come to the AFL-CIO during his upcoming U.S. visit.

Impasse panel takes up issues in long-stalled railroad talks

By Arlee C. Green

A special board empowered to impose a settlement in the two-year-old rail contract dispute, has begun hearing arguments by the rail industry and eight unions representing more than 150,000 workers.

The deliberations focus on changes sought in the contract recommendations made last January by a presidential emergency board.

The special board, authorized by Congress in legislation that ended a one-day nationwide rail shutdown on April 17, has until July 28 to issue its binding recommendations, which will not be subject to judicial review.

The panel, appointed by President Bush, is headed by Robert O. Harris, who also chaired the emergency board; Margery Gootnick, an attorney and labor arbitrator in Rochester, N.Y., and George S. Ives, a part-time arbitrator in Sarasota, Fla.

On June 4, the special board heard requests for clarification or interpretation of PEB recommendations and was to issue a report soon afterward. A second round of hearings will focus on requests for modification of the emergency board's recommendations.

The emergency board's report in January was followed by a 30-day cooling off period. The unions succeeded in adding another 60 days because of the Persian Gulf War before they struck April 17.

The eight unions that struck were the TCU's Carmen division, Locomotive Engineers, Maintenance of Way Employees, Boilermakers, Electrical Workers, Firemen and Oilers, Sheet Metal Workers, and the United Transportation Union.

Three unions reached tentative accords in the hours just prior to the strike — the Railroad Signalmen, Train Dispatchers and the Transportation Communications Union's white-collar and clerical division. All three agreed to terms close to those recommended by the emergency board.

The wage provision calls for a $2,000 lump-sum signing payment, 3 percent increases in July 1991 and 1993, a 4 percent raise in July 1994, additional lump-sums equal to 3 percent of annual pay in July 1992 and January 1993 and 1994, and 2 percent in January 1995. A cost-of-living mechanism, capped at 2.5 percent each six months, will be triggered in January 1995 when the agreements reopen for negotiations.

Employee payments toward health insurance, a major issue for the unions, will begin in 1993. TCU estimated its members will pay $45 a year in 1993 and $52 in 1994.

ECONOMY

Jobs, earnings indicators show no sign of recovery

By John R. Oravec

Government economic reports show several critical sectors picked up in April from the previous month — but not the indicators critical to wage earners.

AFL-CIO chief economist Rudy Oswald warned that unless there are marked increases in employment and workers' earnings there cannot be a recovery.

In May, the nation's jobless rate jumped to 6.9 percent, the highest yet in the current Bush recession.

Oswald noted that two other key indicators for workers were still turned down in April. Payroll jobs declined and real weekly earnings slipped. Even when a recession bottoms out, unemployment generally stays high for a long time, he said.

Average weekly earnings, adjusted for inflation, fell by 0.1 percent in April and were 2.2 percent lower than in April 1990, Oswald pointed out.

The overall performance of the economy was still running far below pre-recession levels.

An example of sputtering economic performance was reflected in the Commerce Department's report on new orders for durable goods in April, which rose 3 percent from March to $115.4 billion. Although that was the first gain in four months, the orders were down substantially from the $130.9 billion of last October.

Orders for non-durable goods also edged up 0.7 percent in April to $115.1 billion, their first advance since December, but still 7.3 percent below the $124.1 billion in October.

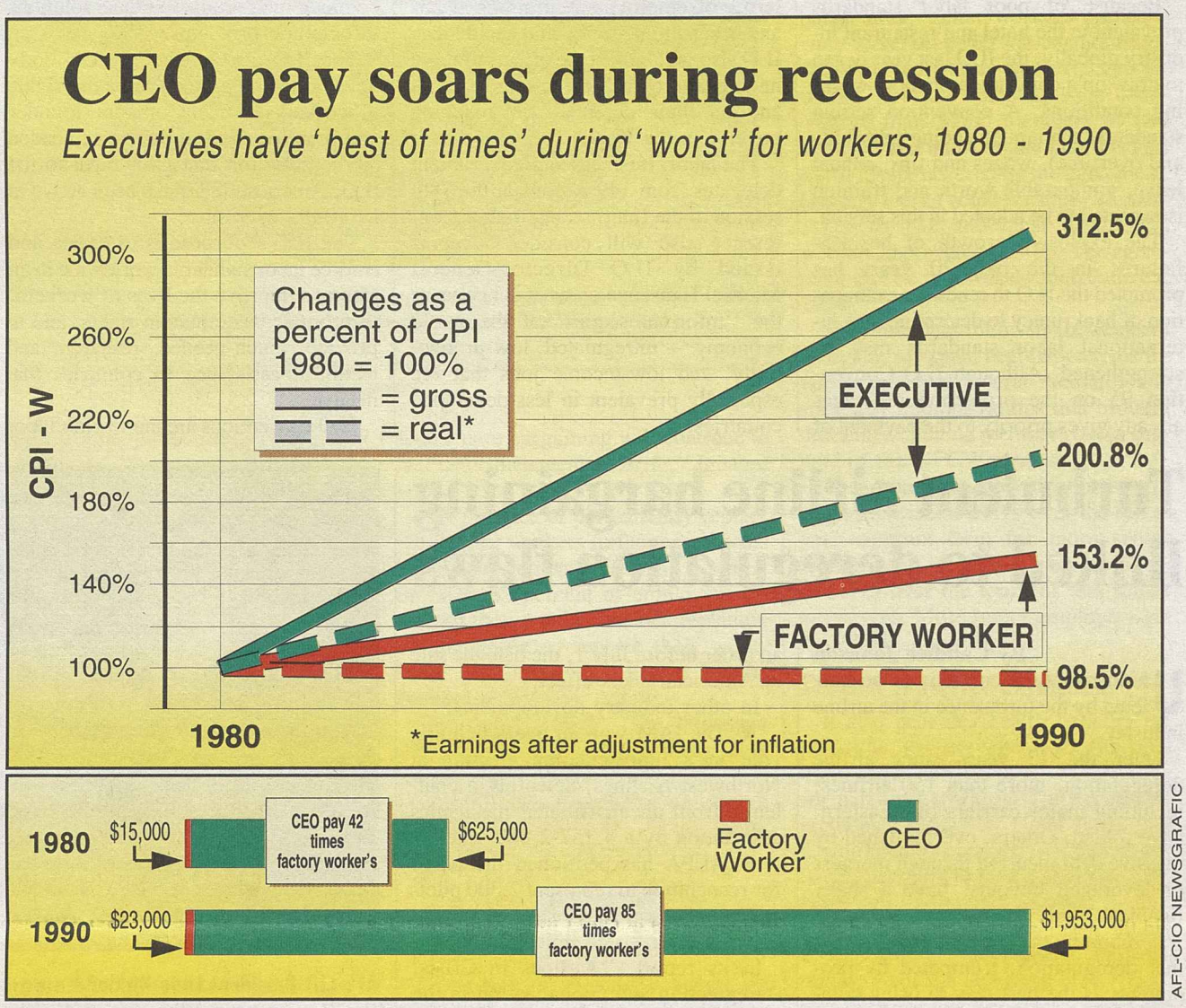
Overall factory orders rose 1.8 percent in April to $230.5 billion, well below the $255-billion pace in October.

Industrial production also increased 0.1 percent in April, after six straight months of declines. Yet, that was 6.7 percent below September 1990.

Factory layoffs eased to 40,000 in April, considerably less than the average of 115,000 in the previous five months. The lessening job losses are of little comfort to displaced workers.

In electronics manufacturing, 100,000 jobs were wiped out in the year ended March 31, the American Electronics Association reported. Over the 12-month span, industry payrolls were trimmed to 2.46 million, including a cutback of 10,000 jobs in March.

Industry officials blamed unfair Japanese trade tactics for the layoffs, citing a continued flow of imports while U.S. firms encounter a persistent barrier to Japan's technology market.



Source: Business Week and Bureau of Labor Statistics

Meanwhile, the overall slackening demand for imports eased the merchandise trade deficit on a balance-of-payments basis to $18.4 billion during the first quarter of the year — the lowest since 1983, when the U.S. economy was on the heels of the Reagan recession. The Commerce Department said the deficit was down 33 percent from the shortfall of $27.7 billion in the last quarter of 1990.

The narrowing trade gap in the first quarter came from a combination of U.S. exports increasing 0.2 percent to $100.8 billion, helped by stepped up corn shipments to the Soviet Union, while imports fell 7.1 percent to $119.2 billion.

A part of the decline was attributed to a six-month drop in prices for imported goods. In April, the price of imports were down 0.7 percent from March, bringing the total decline since last October to 5.3 percent, the Bureau of Labor Statistics reported.

Over the year ended in April, import prices increased 2.6 percent — a sharp deceleration from the 7.4 percent rise for all of 1990. BLS said the prices of U.S. exports edged up only 1.7 percent during the 12-month span ended in April. Some trade analysts saw this as a key factor for the increase in U.S. exports.

The problems of the recession reach beyond the business sector, Oswald noted. Finances of state and local governments are in a squeeze with many public employees facing layoffs, essential programs curtailed and taxes are being raised to meet fiscal emergencies.

In a revised report, the Commerce Department said the gross national product slipped 2.6 percent during the first quarter — slightly better than the 2.8 percent contraction it reported earlier. The GNP fell 1.6 percent in the last quarter of 1990.

The sputtering economy cut into business performance during the three-month period as after-tax corporate profits fell 5.6 percent. The Commerce Department said that was the sharpest decline in profits since the 5.9 percent drop in the third quarter of 1989.

Meanwhile, the government's index of leading economic indicators rose 0.6 percent in April.

The index, which tracks 11 segments of the national economy in an attempt to forecast future performance, also posted gains in February and March — during the same period when the overall economy skidded 2.6 percent.

Some analysts warned that the recent rise in the index could be just another glitch, pointing out that the government's economic barometer had advanced last May and June — just before the Bush recession began to take hold.

Consumer confidence in the economy slipped sharply during May, the Conference Board said. According to the business research group's monthly index, consumer confidence dropped from a rating of 79.4 in April to 74.2 in May.

IUD organizing program nets string of victories for unions

The Industrial Union Department's cooperative organizing program has posted a string of victories in the first half of 1991.

Out of 18 campaigns held or resolved in 1991, 11 resulted in election victories, one employer agreed to recognition and three elections were resolved in the unions' favor in litigation.

The organizing efforts brought union representation to more than 2,000 workers.

Among the victories was the Food and Commercial Workers' campaign for 631 workers at Conagra Poultry in Athens, Ala. The UFCW won the National Labor Relations Board election, 344-226.

Other victories included Graphic Communications Union at Arcata Graphics in Nashville; the Machinists at Gruman Technical Services in Meridian, Miss; the Paperworkers at Georgia Pacific in Palatka, Fla.; and the Electronic Workers at Crown Leisure in Maxton, N.C.

The Service Employees gained 72 new members when the city of Clarksville, Tenn., agreed to recognize the union as the bargaining agent for city workers.

In contested elections held last year, the IAM became the bargaining agent for workers at AAA Alternator Rebuilders by a 35-28 vote, after impounded ballots were opened, while ACTWU's close win at Irvin Automotive in Dandridge, Tenn., was upheld in litigation over the election at the 250-member unit.

About two dozen international unions participate in the Atlanta-based program. Participating affiliates agree in advance on target companies and on which union will represent the workers. Organizers work out of field offices in North Carolina, Alabama, Tennessee and Mississippi.

The Labor Department is undergoing major personnel changes under new Labor Secretary **Lynn Martin.** Nominated to be assistant secretary for labor-management standards is **Robert Michael Guttman,** a former assistant to Vice President **Dan Quayle.** If confirmed by the Senate, he will succeed **Mary Sterling,** who left the post in September 1990 to become inspector general at the Transportation Department. Martin has named **Virginia Lamp Thomas,** formerly of the Chamber of Commerce, as deputy assistant secretary for congressional and intergovernmental affairs. Meanwhile, Deputy Secretary of Labor **Roderick DeArment,** the No. 2 official at the department, announced his resignation.

Rev. **Joseph J. Pijanowski** was named the chaplain of the Worcester-Framingham, Mass., AFL-CIO. Pijanowski is a former president of the Communications Workers local in Clinton, Mass., whose father and several uncles belong to the Steelworkers and whose mother and brother were members of the UAW. He was ordained a priest in 1985 and is associate pastor at Our Lady of the Angels parish.

Robert Maxwell, owner of the New York Daily News, predicted the paper will turn a profit by the first quarter of 1992. Speaking at the National Press Club in Washington, D.C., Maxwell said the paper's circulation and advertising have rebounded to nearly the same level as before its 2,300 unionized employees were forced out on strike last Oct. 25.

He said the paper could make a profit by the end of the year, adding that anyone could make a profit with the $3 million a week in concessions he received from the striking unions. If the paper does not make a profit, it will die, he said, vowing never to sell it. Maxwell plans to introduce color production at the paper within two to three years, a promise the former owner, the Tribune Co., had made four years ago, but did not fulfill.

AWARDS

UAW President **Owen Bieber,** an AFL-CIO vice president, will be awarded the 1991 Spirit of Life Award by the City of Hope's Detroit Metropolitan Council at a dinner in his honor Nov. 8, 1991. The group's highest award will honor Bieber's lifetime achievements.

City of Hope conducts research and pioneering treatment programs for leukemia and other forms of cancer, heart, blood and lung diseases, diabetes, AIDS, and hereditary and metabolic disorders. Since 1913, America's trade unions have provided broad support to its research activities.

The United Way of Greater Tucson honored **Gracie Carroll,** assistant director of AFL-CIO Region XI, for outstanding service. Carroll served as a federation field representative for 11 years before becoming an assistant regional director in 1986.

The 1990 Sidney Hillman Prize awards were presented at a luncheon in New York on May 22. They honor social responsibility in the work of reporters, writers, radio and television commentators and others who form public opinion. The awards were presented to:

- Author and critic **Irving Howe,** the founder and co-editor of Dissent magazine, for lifetime public service. He is a professor emeritus at the Graduate Center of the City University of New York.
- **Lisa Glazer,** a special housing award, for her article, "Mixed Blessings: Life After the Welfare Hotels," that appeared in City Limits magazine. Glazer is associate editor of the magazine.
- **Andrew Revkin,** for "Burning Season," a book about the life and murder of Chico Mendes, a rubber tapper and activist who fought to save the Amazon rain forest.
- **Frank Clancy** for "Healing the Delta" and "Burnout in L.A." in American Health magazine, articles that show the linkage between poverty and poor health conditions of African Americans in the Mississippi Delta and Los Angeles. The stories feature health care workers.
- **Charlayne Hunter-Gault** for "Through the Safety Net," a series on the PBS MacNeil/Lehrer Newshour about the effects of poverty.
- **Joan Beuckman** for "Medical Costs: A Dangerous Diagnosis," for KMOX-CBS Radio in St. Louis. The series was a comprehensive look at the crisis in health care costs, highlighting the uninsured and underinsured and the effects of health care costs on labor negotiations.
- **The Detroit Free Press** for "Workers at Risk," a series that documented the staggering number of preventable injuries and deaths in Michigan's auto parts plants.

Jon Bickford, a letter carrier from Yarmouth, Maine, was named the National Hero of the Year by the Letter Carriers for his rescue of a truck driver whose chemical tanker truck had overturned on fog-shrouded I-295 in Portland.

Other winners announced by NALC President **Vincent R. Sombrotto** include **Paul W. Collier,** a member of Syracuse, N.Y., Branch 134, who was named National Humanitarian of the Year. Collier for the past five years has spent his Sundays, holidays and days off cooking hot meals for nearly 100 needy people at the Oxford Street Inn homeless shelter in Fulton, N.Y.

Regional heroes are: **Eugene Parker** of Virginia Beach, Va., member of NALC Branch 2819, who rescued an 8-year-old girl from the jaws of a pit bull; **George L. Girard** of Menomonie, Wis., a member of NALC Branch 1033, who organized a human chain to rescue a 15-year-old who had fallen through the ice in a lake; and **Jerry Ratliff** of Anchorage, Alaska, who halted a runaway automobile to save a young girl.

The NALC Branch Service Award goes to Connecticut Merged Branch 20, of Meriden, Conn., which challenges its members to "Catch the Christmas Spirit" by adopting local needy families, assessing their needs and providing holiday toys and other necessities.

Food and Commercial Workers Local 1776 President **Wendell W. Young III** presented the Philadelphia local's first annual Rerum Novarum Award for Social Justice to the Sisters of the Blessed Sacrament on May 15, the 100th anniversary of Pope Leo XIII's Rerum Novarum. Philadelphia Mayor **W. Wilson Goode** issued a proclamation declaring that the Sisters of the Blessed Sacrament are "daughters of Philadelphia who have carried forth the message of hope to the needy of our nation and the world."

DEATHS

Jacob Clayman, a past president of the AFL-CIO Industrial Union Department and of the National Council of Senior Citizens, died of a heart attack May 24 at his home in Silver Spring, Md. He was 86.

In a letter to his widow, Helen, AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue said, "Jake dedicated his entire career to building a better society by helping workers, consumers and the elderly gain a voice. He tenaciously fought for social and economic justice through the advancement of trade union principles and the vigilant defense of civil rights and civil liberties of all people."

Clayman, who was at the IUD from 1960 to 1979, served as its administrative director, secretary-treasurer and president. He then became president of the NCSC, a post he held until retiring in 1989.

While at the IUD, Clayman was the chief organizer behind the 1975 Jobs Now rally in Washington to protest high unemployment and to push for passage of a Full Employment Act. He helped the senior citizens win several important legislative battles and, in 1981, led a rally of 10,000 on the steps of the Capitol to protest President Reagan's attempt to eliminate the Social Security minimum benefit.

Clayman was a founder of the Consumer Federation of America, serving as its first president and remained on its board of directors. He was also on the board of the Leadership Conference on Civil Rights and was chairman of the National Civil Liberties Clearing House.

He is survived by his widow, two daughters, four grandchildren and two great-grandchildren.

Novelty Workers convention spurs labor's legislative goals

Focus on health care, strikebreaker ban

Lake Buena Vista, Fla.

The needs for national health care reform, a ban on striker replacements and a congressional check on the proposed U.S.-Mexico trade agreement were among the concerns expressed by delegates to the Novelty and Production Workers convention.

The 150 delegates unanimously re-elected Julius Isaacson as president and Miles E. Nekolny as secretary-treasurer, and re-elected by acclamation four vice-presidents and five members of the general executive board.

The delegates also approved a series of constitutional changes, including a 20-cent increase in the per capita, to $2.50 per month, and the establishment of a $500 death benefit.

Health care is the workplace issue that will dominate union concerns in the 1990s, AFL-CIO COPE Director John Perkins told the convention. "Health care must be moved to the arena of public policy because it has laid upon collective bargaining a burden it cannot safely bear."

The proposed U.S.-Mexico "free trade" agreement was assailed by Maritime Trades Department President Michael Sacco, who noted that the same people who are "the self-proclaimed guardians of free trade" are those who uphold the rights of "scab-herding employers to permanently replace workers when they strike to protect their livelihoods."

He pointed out that anti-union employers increasingly have come to see collective bargaining "as a means of ridding themselves of their unionized workforce through the recruitment of scabs."

Dennis L. Kivviko, manager of the AFL-CIO Union-Industries Show, contrasted for delegates the growing desire of citizens to "Buy American" rather than foreign products with the trend toward foreign companies "buying up America."

He noted that in the 1980s, the United States changed from the world's largest creditor nation to the world's largest debtor nation.

Ray Crowell/Page One Photography

Muscular dystrophy national poster child Drew Johnson gets some tips from AFL-CIO President Lane Kirkland on reading a ship's compass. Drew, who is 6 years old, just completed kindergarten in his hometown of Zachary, La. He's had the disease since age 2.

Want ad for 100 openings draws 28,000 job-seekers

By John R. Oravec

Times are tough when more than 28,000 persons apply for just 100 production jobs. That is what happened in Kansas City, Mo., the last three days of May after a Ford plant announced the openings.

It is another clear sign of how the onslaught of the recession is infecting the nation's economy and afflicting American workers.

Although Kansas City's official unemployment rate has been creaking along slightly below the national average of 6.6 percent, "It takes something like this to bring home how many unemployed people are out there," said Jacquelyn Jackson, manager of the Missouri Employment Security Division's downtown office.

Lines of job-seekers began forming not long after the first edition of the Kansas City Star hit the streets. The newspaper carried a Ford Motor Co. want ad for 100 workers. Under the UAW contract, assembly line jobs at Ford's Claycomo plant have a starting pay of $13.70 an hour, plus cost-of-living adjustments and benefits.

A day after the ad ran, more than 16,000 job-seekers picked up applications at four Missouri state employment offices in the Kansas City area. State officials said another 12,100 forms were handed out the following two days, for a total of 28,100.

Outside the Gladstone area unemployment office, nearly 1,000 people were lined up at 7 a.m. — an hour before it opened. Many had camped out in the parking lot the night before, said office manager Carolyn Londerholm.

On the first day, the downtown office gave out 4,500 applications. The Gladstone office distributed 5,000. Two other area offices issued another 6,500 applications.

Jackson and Londerholm said the applicants were somber.

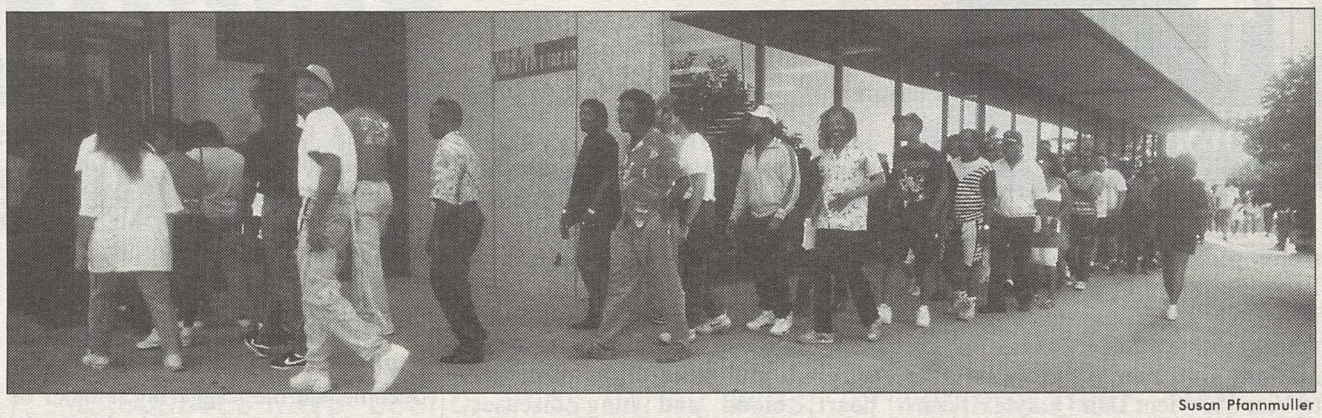
"They were very solemn, very quiet," Jackson told the Kansas City Star. "They looked very serious. They looked sad."

Daniel J. McVey, president of the Missouri AFL-CIO, said "there are many more jobless and under-employed workers who are not counted on the unemployment rolls. And there are not enough jobs to go around to take up the slack."

McVey noted that the metropolitan areas of Kansas City and St. Louis have seen thousands of good-paying jobs disappear in recent months. "We're going to see more of that in coming months," he warned.

State employment specialists were not startled by the heavy turnout of applicants. They readily admitted that there are far more jobless workers in the workforce than are registered by official unemployment rate. Tens of thousands are holding part-time jobs because they cannot find full-time work.

Under a UAW contract clause, applicants who had been laid off at other Ford facilities in other parts of the country would receive priority consideration for the job openings.



Susan Pfannmuller

After a long wait, thousands file into Kansas City employment office for job applications.

High unemployment! Just right for your business

Johnstown, N.Y.

High unemployment is good for business, according to a brochure issued by Fulton County's economic development agency.

The new promotional pamphlet does not try to cover up the county's severe jobless rate of 12.7 percent; it flaunts it.

Wording across the cover of the three-by-eight-inch booklet calls on business to "Capitalize on an Affordable Value," Underneath, in bold script is the declaration: "12.7 percent unemployment."

While not saying so directly, Fulton County officials surely are suggesting that there are plenty of desperate unemployed workers available in the Johnstown area for rock-bottom wages.

When it comes to competing in high unemployment rates, Fulton County has a number of other communities to contend with. They include, according to Bureau of Labor Statistics data, Grand Rapids, Mich., at 17.2 percent; Modesto, Calif., 17.1 percent; Kokomo, Ind., 13.9 percent; Fall River and New Bedford, Mass., both at 16.3 percent, and McAllen-Edinburg-Mission, Texas, at 19.8 percent.

INSIDE

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JUNE 10, 1991

AFL-CIO NEWS

1 ***Health care stand costs workers dearly***
More than two-thirds of workers who were permanently replaced last year were striking over employer attempts to shift health care costs, an AFL-CIO study found.

1 ***House vote boosts civil rights remedies***
The House passed a labor-backed civil rights bill that would restore job protections and remedies for victims of discrimination that were restricted by the Supreme Court.

2 ***Congress investigates Ravenswood action***
Ravenswood Aluminum Corp., which "permanently replaced" 1,700 Steelworkers, comes under congressional scrutiny for turning away federal safety inspectors.

3 ***Deny China trade benefits, AFL-CIO says***
Congress should not reward China's brutal oppression of workers and children with most-favored-nation trade status, the AFL-CIO told a Senate foreign relations subcommittee.

4 ***Supreme Court rebuffs agency fee challenge***
The Supreme Court upheld the use of agency fees to support the activities of state and national unions, while two federal judges ruled in favor of NFL players seeking free agency.

10 ***Workers see wages, jobs slipping away***
While some sectors posted a gain in April over the previous month, key economic indicators for workers, including number of payroll jobs and real weekly earnings, slipped.

UNION YES

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Boris Yeltsin, newly elected president of Russia, meets with members of the Executive Council. **See Page 9.**

AFL-CIO NEWS

VOLUME 36, NUMBER 13 — JUNE 24, 1991

Campaign speaks for workplace fairness

Multi-media drive puts issue of replacements in spotlight

Machinists President George Kourpias and AFL-CIO Secretary-Treasurer Thomas R. Donahue look over nearly a half a million postcards from IAM members urging passage of H.R. 5 and S. 55.

Anne Martens/Page One Photography

Jobs lost, workers tossed aside
See Page 6

By Muriel H. Cooper

The campaign for legislation to ban "permanent replacements" for striking workers will intensify over the next few weeks with media advertising that will greet many members of Congress in Washington, then follow them to their home districts during the July 4 recess.

Besides television and radio ads and printed advertisements aimed at key uncommitted members of Congress, the campaign will include requests by union members for meetings during the recess, and another flurry of mailgrams and postcards, all urging support for the Workplace Fairness Bill, H.R. 5 in the House and S. 55 in the Senate.

At a news conference June 20 to announce the stepped-up campaign, AFL-CIO President Lane Kirkland noted that the legislation is intended to close a loophole in labor law and end the legal paradox whereby workers have a right to strike but can be "permanently replaced" if they exercise that right.

To a growing number of employers, Kirkland said, "this loophole is actually an incentive to provoke a strike in order to be able to replace union workers with a more pliant, non-union workforce."

"This transforms what is supposed to be a system of resolving differences into a larger, life-or-death confrontation over whether the union will continue to exist," he said. "And it destroys the balance of bargaining power that brings reason, moderation and compromise into the process."

H.R. 5 has cleared three committees and is slated for a mid-July vote in the House. The Senate version was marked up June 19 by the Labor and Human Resources Committee, the first of several committees that will consider the bill. Thus, the Senate timetable will be running well behind the House schedule.

The first phase of the media campaign was scheduled to begin June 22, the Saturday prior to Congress's last week

Continued on Page 8

Public employees march for rights

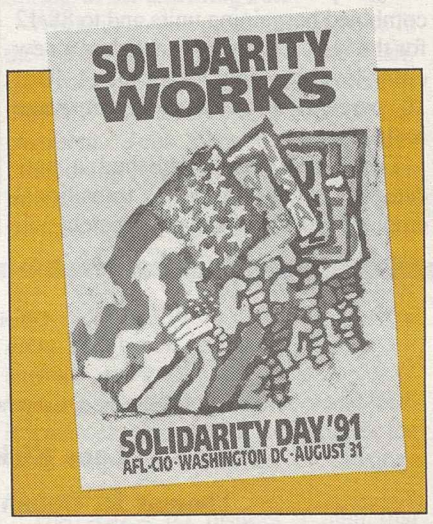
By Sharolyn Rosier

Public employees, denied the right to organize and bargain collectively in almost half the states in the nation, have a special message to deliver when they come to Washington on Solidarity Day '91: Freedom of association should be a right for all Americans, including employees of state and local governments.

Public employees in 24 states are still fighting for this freedom and they will come by the thousands to press for their rights.

Public employees in Oklahoma, a state with no collective bargaining law, will travel via chartered bus and airplane. The Oklahoma AFL-CIO has made arrangements with American Airlines for a special round-trip fare of $258 for workers traveling from Oklahoma and bus transportation for $150 round-trip.

While public workers in New York City and other localities have the right to bargain collectively, budget crunches in which elected officials think "layoffs first" have forced them to fight for their jobs, a fight they will bring to Solidarity Day.



In New York, Amtrak has coordinated the sale of 2,400 seats and tickets with the Central Labor Council, said Brian McLaughlin, assistant to New York City AFL-CIO President Thomas P. Van Arsdale.

Anyone interested in obtaining a ticket should make the check payable to Amtrak and send it to the New York City AFL-CIO at Suite 601, 386 Park Ave. South, New York, N.Y. 10016. Numerous unions, labor councils, and state federations have made similar arrangements.

Freedom of association is one of the major themes of Solidarity Day. The others are national health care reform and legislation banning the permanent replacement of strikers.

Arne Anderson, senior research analyst for the Service Employees, said officials must recognize the union's strength, even if there are no collective bargaining laws covering the employees. But public employees should have the same freedom of association as employees in the private sector, he said.

Don Wasserman, AFSCME's director of collective bargaining services, said that in the absence of a federal collective bargaining law for all public employees, workers have "tried to achieve a de facto relationship with local and state governments."

But a federal law is needed to give all public employees "equal rights," he said. Currently, some public employees enjoy collective bargaining rights while others are excluded.

For example, in Florida only state

Continued on Page 4

Postal unions retain COLAs, get pay raise

By Arlee C. Green

Unions representing 560,000 U.S. Postal Service employees hailed an arbitration panel's four-year contract award that includes basic wage increases and cost-of-living protections that management had sought to strip away.

"We are pleased the award preserves our primary objectives — continuation of our traditional (cost-of-living) protection and annual wage increases," said Letter Carriers President Vincent R. Sombrotto.

Postal Workers President Moe Biller agreed. "In a time when concessionary contracts, lump-sum payoffs and bonuses are infecting the psyche of American labor unions, the APWU prevailed in convincing the arbitrators that postal workers deserve more because they're worth more," he said.

"As a result, we won an award that will increase postal workers' base pay

Continued on Page 2

AFA board elects Maki as president

By Candice Johnson

Dee Maki, a 27-year attendant at USAir, was elected president of the Flight Attendants, defeating Susan Bianchi-Sand in a special election.

Members of the AFA's board of directors voted 13,187-11,895 for Maki. Ballots were cast based on local union membership.

The election was scheduled following the board of directors meeting last November, when no candidate received a majority of votes cast. The union's executive board then established runoff procedures for electing national officers.

Also elected were R. Frederick Casey as vice president and Sharon Madigan as secretary-treasurer. Casey had been serving as secretary-treasurer since 1989 and Madigan was an officer with the AFA's United Airlines master executive council.

Maki headed the union's USAir master executive council from 1986-1989, serving during several mergers and five contract negotiations. Bianchi-Sand, who has been an AFL-CIO vice president since 1989, was elected president of the AFA in 1986 after serving as vice president since 1979. She served as an attendant with United.

United avoids bargaining

At United, the AFA charged that the carrier made yet another effort to avoid good-faith bargaining when it mailed letters to 16,000 flight attendants urging them to accept earlier contract proposals.

United mailed the letters and released them to reporters in an effort to bypass the negotiating committee, the AFA said, noting that the carrier refused to make any formal offer in the most recent bargaining session held last month.

Bobbie Pilkington of the union's United MEC called the move "a transparent attempt" to avoid negotiating with the union and "to mollify the people on Wall Street through the press."

United's latest tactics simply "confirm that the parties are at an impasse and what is warranted now is a release by the National Mediation Board," the MEC said.

The attendants have petitioned the board to begin the "30-day cooling off period," after which they would be free to strike the carrier.

The United attendants are seeking a 6 percent annual wage increase over a 42-month agreement, as well as contract improvements, seniority guarantees and the elimination of body weight restrictions.

SIU photo

Members of the Seafarers march behind the banner of "America's Merchant Marine" during the National Victory Celebration Parade in Washington June 8. Other unions joining in the march were: Marine Engineers District 1 and MEBA District 2; Longshoremen; Masters, Mates and Pilots; Sailors Union of the Pacific; Marine Firemen and Oilers, as well as members of the Watertenders and Wipers.

APWU, NALC hail new 4-year contract

Continued from Page 1

by nearly 6 percent over the life of the new contract and will continue to give us uncapped cost-of-living adjustments as well," Biller added.

The NALC and APWU Joint Bargaining Committee (JBC) negotiated through the Nov. 20, 1990, expiration of the old contracts without getting the Postal Service to resolve any issues on the table. The matter was then submitted to binding arbitration, as is required under law.

The five-member board, headed by arbitrator Richard Mittenthal of Detroit, imposed the four-year settlement on the APWU and NALC. The award provides general wage increases of 1.2 percent, effective this month, followed by 1.5 percent increases in November 1991 and 1992. A final 1.6 percent raise goes into effect in November 1993.

The contracts are retroactive to last Nov. 20, but a lump-sum of $351 will be paid to members in lieu of retroactive pay or cost-of-living allowance, the unions said.

The panel retained the unions' previous cost-of-living formula of a 1-cent hourly increase for each 0.4 point rise in the consumer price index for urban and clerical workers (CPI-W). There will be seven COLA payments over the next three years. The NALC estimated those adjustments would total $3,900 for its members if inflation averages 5 percent annually, or about $3,200 if inflation goes up 4.2 percent a year.

The impact of automation was a key concern for the APWU, as was the USPS's demand for an increase in the use of part-time workers.

Biller said that "the panel imposed what I believe to be an unnecessarily heavy hit on APWU members, based on management's supposed limitations in the area of flexibility. It appears that the panel's decision reflects the fact that our members are more seriously impacted by management's inefficient deployment of automation than other postal employees."

The board altered the full-time/part-time worker ratio to 80 percent full-time/20 percent part-time for APWU's combined bargaining units and to 88/12 for the NALC. It also established a new entry-level pay step for Grades 1-10 at 10 percent below the current wage scale.

The panel also established a new category of non-career, transitional employee to fill jobs that ultimately will be phased out by automation. Other aspects of this new classification will be considered by separate APWU and NALC task forces. If they cannot agree by October 1991, the matter will be referred to separate final and binding arbitration.

No changes were made in health benefit provisions, but a task force will be established to study ways to limit the USPS's exposure to rising health care costs. If the task force cannot agree, the arbitration panel will reconvene before Oct. 15, 1991, to render a binding decision on that issue.

Other joint JBC/USPS tasks forces will examine provisions on job reassignment and excessing, interlevel job bidding by clerks, and the responsibilities of the new clerk crew chief position, the unions said.

In other changes, the employee assistance program will be expanded and improved; grievance language is clarified; a program is set up to allow employees to donate leave to fellow workers who suffer from "serious personal health conditions;" the annual leave carryover limit is increased to 440 hours from 320; and step increases will not be withheld for reason of unsatisfactory performance, the unions said.

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LEGISLATION

Labor flexible on health care reform

By John R. Oravec

Labor is keeping an "open mind" on the basic method or structure to achieve the immediate goals of reforming the nation's ailing health care system, AFL-CIO Vice President John J. Sweeney told the House Government Operations Committee.

But the control of runaway costs hinges on the establishment of an all-payer reimbursement system now used by the governments of many nations, stressed Sweeney, president of the Service Employees and chair of the federation's Health Care Committee.

When it comes to paying for health care, "we have much to learn from other countries," he noted. "Figures for 1989 show that the United States, on a per-person basis, spent 40 percent more than Canada. Other industrialized countries have achieved even greater control over costs. We out-spent Sweden by 73 percent, Germany by 91 percent and Japan by 127 percent."

Despite the far higher U.S. per capita spending, more than 37 million Americans have no health insurance and millions of others are underinsured, Sweeney pointed out.

Citing the findings of a study by the AFL-CIO Health Care Committee on the reform process, Sweeney said that an all-payer reimbursement mechanism is essential to contain costs.

"Despite great variation in institutions, culture and financing, every other industrialized country employs uniform reimbursement, a national health budget and capital controls," said Sweeney.

Under an all-payer reimbursement system, he said, "every payer — government program, employer, private insurer or individual — would pay the same price for a unit of service," and the private and public purchasers would be combined into a single purchaser that would negotiate with health care providers.

He also cited a survey by the Robert Wood Johnson Foundation showing a majority of Fortune 500 chief executive officers agreeing that health care costs cannot be controlled without government intervention.

"With employer health benefit costs projected to hit $22,000 per employee by the year 2000," Sweeney said, "it's not surprising to see the growing receptivity within the business community to a regulatory approach."

He however expressed concern that many business leaders still resist action at the federal level because of long-standing "ideological opposition" to a role for government.

"If business leaders wish to burn up their profits on the altar of free-market ideology, that's their business," Sweeney said. "But in the case of out-of-control health care costs, it's the workers who are paying the price for their myopia."

Noting that although organized labor has traditionally supported a pure social insurance approach to health care, Sweeney told the committee that the AFL-CIO "has decided not to make this a prerequisite for its endorsement of comprehensive health care reform legislation."

Also testifying before the House committee was AFL-CIO Vice President Gerald McEntee, president of AFSCME.

The federation has welcomed the introduction of "HealthAmerica" legislation by Senate Democratic leaders as a move toward needed reform of the existing system, which excludes 37 million people from coverage.

"We applaud this Senate effort to provide access for all Americans, assure quality of service and develop a workable structure to secure cost containment," the federation said. But it stressed that cost-containment features in the package must go beyond voluntary compliance to be effective.

Two former federal health secretaries, Joseph Califano and Elliot Richardson, voiced their support for the Democratic proposal at hearings by the Senate Labor and Human Resources Committee.

Richardson, who served under former President Richard M. Nixon, called on fellow Republicans to lend their backing to the proposal to resolve the health care crisis.

Califano, who served in former President Jimmy Carter's Cabinet, said the Health America measure "would stop the rationing of care by the size of people's wallets and take cost-containment steps to avoid rationing by any means in the future."

Worker protections sought in bank reform

By James B. Parks

The AFL-CIO has urged Congress to change several provisions in the Bush administration's banking reform package, saying the proposals would erode, not improve public confidence in the nation's financial system.

Robert McGlotten, the federation's legislative director, in a letter to Rep. Henry Gonzalez (D-Texas), said the "health of the nation's financial system is of critical importance to the AFL-CIO and working people." But the current legislation contains several "objectionable" provisions. Gonzalez chairs the House Banking, Finance and Urban Affairs Committee.

The AFL-CIO opposes the portions of the bill that "would preclude or drastically restrict the Federal Deposit Insurance Corporation (FDIC) from extending 'pass-through' insurance to pension plan participants and beneficiaries," McGlotten said.

The federation also urged the panel to oppose provisions to permit banks to own insurance and securities firms.

The letter called for the committee to reject amendments that weaken the Community Reinvestment Act by allowing small banks to return to "redlining," or refusing to make loans in older, inner city and minority neighborhoods. McGlotten pointed out that was exactly what CRA was created in 1977 to prevent.

Finally, McGlotten said the Congress must protect the rights and benefits of bank workers by ending FDIC authority to abrogate the terms of collective bargaining contracts. The FDIC can abrogate contract terms it judges are not in the best interest of the bank — but stripping workers of health or pension benefits should not be treated the same as other contracts, McGlotten noted.

McGlotten's letter is the latest in an ongoing drive by the federation to reform the nation's banking system at a time when the cost of the savings and loans bailout is escalating and banks are failing at an alarming rate.

Workers have a great deal at stake in the debate about the health of the financial system, said Sheldon Friedman of the AFL-CIO Economic Research Department. Jobs depend on a well-functioning financial system that serves businesses and individuals while safeguarding depositors, he said.

The AFL-CIO Executive Council has said banking reform should include "stronger and more effective government regulation, a viable deposit insurance program, the assurance of banking services to consumers and local businesses, and proper safeguards for bank employees affected by closings and mergers."

The AFL-CIO prefers a plan that would increase federal regulation of banks through an updated version of the Reconstruction Finance Corporation, which could inject capital into the banking system in return for appropriate guarantees, Friedman said.

The federation also wants the legislation to bring non-bank financial institutions under a common regulatory umbrella and to ensure that bank lending practices emphasize job-creating and socially responsible investments.

Meanwhile, two recent reports point out the tragic consequences of ten years of conservative economic policies.

According to the National Planning Association, virtually every sector of the economy is more unstable than a few years ago.

High debt levels could make it difficult to reduce unemployment and end the current recession, said Richard S. Belous, NPA's senior economist, who co-authored the report with Robert Dunn, a George Washington University professor. The report is entitled "A Time For Action: Ensuring the Stability of the U.S. Financial System."

The chances of a repeat of the 1929 financial panic and resulting depression are very low, the authors said, but the potential for economic stress is great because many families and businesses lack the financial cushion needed to absorb a large shock.

In a report for the Economic Policy Institute, Jane D'Arista says the aggregate savings of individuals should be insured up to a given amount instead of single accounts. She also proposes that transaction accounts — those used by employers, or state and local governments for payrolls, purchases and other bills — be insured for the full amount.

D'Arista, associate director of the Morin Center for Banking Law Studies at Boston University, said Bush's banking reform plan would further deregulate the industry, increase taxpayer liability and require more government bailouts. Her report is entitled "No More Bank Bailouts: A Proposal for Deposit Insurance Reform."

Capitol Digest

Unions are backing legislation that would curb secret electronic workplace monitoring. Some 10 million American workers are monitored daily for everything from the number of keystrokes performed on computers to their trips to the bathroom.

H.R. 1218 would require that employers notify workers through the use of a tone or signal light when they are being monitored at their computer terminals, through their headsets or at other work stations.

"Electronic surveillance invades workers' privacy and erodes their sense of dignity. In addition, it frustrates their efforts to do high quality work by placing a simple-minded emphasis on speed and other purely quantitative measures," said AFL-CIO Legislative Director Robert M. McGlotten.

"Workers can be listened to without even the courtesy of notification, but people suspected of criminal behavior by the FBI" are protected by the law, which requires a court order before their phones are tapped, said Rep. Pat Williams (D-Mont.), the bill's sponsor. The House Education and Labor subcommittee on labor-management relations, which Williams chairs, recently held hearings on the bill.

The bill would require that surveillance be relevant to a worker's job performance. It also would give employees the right to see the information gathered by the monitoring. It would limit the employer's use of the information and would bar employers from collecting information when an employee is exercising First Amendment rights, including contacts with union representatives.

In other action on Capitol Hill:

CARGO PREFERENCE — Congress gave a boost to the U.S. Merchant Marine when the Senate Foreign Relations Committee adopted an amendment to the fiscal year 1992 foreign aid authorization backed by the AFL-CIO. The amendment would reform the cash transfer program and require that more of U.S. foreign aid be used to purchase goods and commodities that were grown, produced or manufactured in the United States and shipped according to the Cargo Preference Act of 1954. The authorization was passed by the House. The Senate will act later.

GOVERNMENT LAYOFF NOTICES — The House Post Office and Civil Service Committee approved a bill which would require the government to notify federal employees in writing 60 days in advance of a layoff. Current regulations require a 30-day notice. Civilian workers of companies with 100 more employees receive 60-day notices under the 1988 Plant Closing Notification Act.

RECESS — The House and Senate will recess for the week of July 1-7. The AFL-CIO urges trade unionists to use this holiday break to contact their representatives in district and local offices and to seek support for labor backed bills including striker replacement, civil rights and family and medical leave.

State, local workers fight for livelihoods

By Sharolyn Rosier

Public employees are locked in tense battles with cities and states across the country, with jobs and public services on the line.

In New York, Gov. Mario Cuomo used a line-item veto to slash $899 million worth of appropriations from the state budget, saying the state cannot afford an unbalanced spending plan.

But the governor and state legislature have not come up with any plans to avert layoffs of approximately 8,000 public employees who received pink slips last week. The lay offs become effective at the end of the month. The scheduled layoffs and tax hikes are to plug a $3.5 billion gap in a $29 billion budget.

AFSCME District Council Executive Director Stanley Hill called the layoffs an "economic and human tragedy," adding that municipal unions would not be likely to make concessions while facing job cuts.

The United Federation of Teachers/AFT said an early retirement incentive plan awaiting Cuomo's signature would save approximately 8,000 jobs. The Teachers union incorporated a no-layoff provision in their contract for the current fiscal year. However, the new fiscal year begins July 1 and "that is another story."

New York AFL-CIO President Edward Cleary rejected both Cuomo's cuts and revenue measures such as borrowing, surcharges on parking tickets, and regressive and counterproductive taxes on energy products. "They will make the state less competitive in the new global economy and contribute to the suffering of the family of New York."

"The budget dance begins again," Teachers President Sandra Feldman said. "Our concern is that when the music stops, will we still have decent public schools in New York City?"

The Teachers, negotiating their contract before the fiscal chaos, received a 5.5 percent increase in salary for some 65,000 educators in New York. However, the Teachers also agreed to loan $40 million dollars of their salaries to the city. The city will repay the loan in 1995.

In the midst of budget battles in the state legislature, Mayor David Dinkins and unions are making progress at snails pace. At the last session, union leaders were furious at the mayor for consigning the talks to his regular labor negotiating team, rather than taking charge personally, and for allowing his staff to draft furlough legislation.

David Baker, Service Employees director of the public employee division, said, "Our employees are under seige. A lot of states' activities against public employees are fueled by the retrenchment of the federal government's role."

SEIU's California State Employees Association, which negotiates on behalf of about 100,000 state employees, picketed the state capitol in Sacramento, protesting Gov. Pete Wilson's proposal to balance the budget through cuts in their pay and benefits. California faces a $14.3 billion budget deficit.

In Illinois, some 3,000 workers were joined by the poor and homeless as they took their message to the state capitol carrying signs with such slogans as "Edgar Scissorhands is After My Job" and "It's Crazy to Cut the Mental Health Budget."

State AFL-CIO President Richard Walsh and AFSCME Council 31 Executive Director Steve Culen warned that pay freezes and reduced medical benefits proposed in Gov. James Edgar's budget plan would only hurt state workers' productivity.

Edgar's spending plan includes layoffs of more than 1,400 state workers and cuts of more than $500 million from state agencies and welfare programs.

In New Jersey, unions were planning to file an unfair labor practice charge against Human Services Commissioner Alan Gibbs, who placed a letter in all state employees' paychecks warning that 6,000 workers would be laid off if the state does not receive $370 million in wage deferrals, health benefit copayments and unpaid furloughs.

AFSCME Council 1 Executive Director Robert Angelo called the letter "an obvious scare tactic destined to backfire on the administration."

Talks between the unions and the administration of Gov. James Florio broke down June 5. However, Florio is seeking the concessions before July 1, when the state must enact a balanced budget.

Gov. Lowell Weicker of Connecticut and unions tentatively reached an agreement on the day that layoffs would have begun for the first of more than 2,600 state workers.

According to the Tom Carusello, director of communications for the Connecticut AFL-CIO, 20 of 29 unions have ratified the agreement, which calls for wage deferrals for fiscal years 1991-92 and 1992-93 and pension deferrals for 1991-92.

"This settlement represents a victory not only for state employees, but for all of Connecticut's working families," said Connecticut AFL-CIO President John W. Olsen. "Public employee unions have done their share to solve our state's fiscal woes, to defend the programs that meet our citizens' needs, and to uphold wage and benefit standards for all of Connecticut's workers. Now the legislature must do its part by passing a fair and adequate budget."

The Connecticut legislature is now in special session to pass a budget and tax plan to alleviate a $2.8 million deficit.

In Massachussets, a part-time public employee figured out how to balance the budget, but Gov. William Weld continues to stall contract negotiations for public employees who have been without raises for four years.

A part-time employee, Kathleen Betts, discovered a way the state could qualify for additional federal Medicaid reimbursements.

Betts sent a memorandum to the state's Medicaid director. After a long process, state officials said they had assurances from Washington that $489 million would be in hand by June 30.

As a result, the state will not be forced to shut down later this month to close a $460 million gap in its $13.5 billion budget. Nor will it have to lay off workers, raise taxes or borrow money, as it has done since 1988.

AFSCME photo

Some 3,000 public employees rally at the Illinois state capitol to protest Gov. James Edgar's proposed budget plan to lay off 1,400 state workers and cut more than $500 million from vital state programs.

Public employees seek freedom of association here at home

Continued from Page 1

and local employees are covered under the state's collective bargaining law. Teachers, police, and fire fighters are excluded.

"We lobby very heavily in state legislatures for collective bargaining rights, especially in Ohio, which was the most recent state to pass a collective bargaining law," said Randy Hudgins, the Fire Fighters' research director.

"With the failure of collective bargaining laws this year in New Mexico and North Dakota, we realize now more than ever before that federal legislation is imperative," Hudgins pointed out.

Lou Nayman, Teachers' Department of Organization field director, said, "At a time when democracies are forming throughout the world, this marks a good time to make sure public employees enjoy the basic democratic right of freedom of association. This would also be a concerted action for public employees to improve their lives and the people they serve."

Federal employees also need laws to protect them. Non-postal employees, unlike employees of state and local governments, were granted limited rights to organize and negotiate on work-related issues by a 1962 presidential executive order and a 1978 federal law that established the Federal Labor Relations Authority.

These workers have the right to negotiate work conditions but cannot negotiate their wages and benefits.

Beth Moton, Government Employees' legislative representative, said the union is urging Congress to pass legislation allowing non-postal employees the right to bargain for wages and benefits.

The need for legislation is underscored in a report by the AFL-CIO Public Employee Department, which shows that government workers, given the opportunity to organize and bargain collectively, will choose unions to represent their interests.

In states that have laws to protect public employees, workers join unions at a much higher rate than in states where workers are denied organizing and collective bargaining rights, according to the study, "Rates of Collective Bargaining."

Twenty-six states and the District of Columbia have passed laws allowing public employees to organize and bargain collectively. In those states, 57 percent of the public employees are represented by unions, according to the Bureau of Labor Statistics. In the 24 states without protections, only 11 percent of public employees are members of unions.

States without comprehensive bargaining laws include Alabama, Arizona, Arkansas, Colorado, Georgia, Idaho, Indiana, Kentucky, Louisiana, Maryland, Mississippi, Missouri, New Mexico, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia, and Wyoming.

SOLIDARITY STATION
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This hand-cancel will be used on mail sent from a U.S. Postal Service mobile station to be set up on the Mall on Solidarity Day '91.

Steve Yarmola/AFL-CIO News

New Grain Millers President Larry Jackson (left) and Secretary-Treasurer Howard Roe acknowledge applause from delegates to the union's convention, following their election to four-year terms.

Grain Millers elect new officers

Las Vegas

The Grain Millers convention elected Larry R. Jackson to a four-year term as president, replacing Robert Willis, who retired and becomes president emeritus.

Delegates also elected Howard Roe as secretary-treasurer, Larry Barber as executive vice president and Jack Lick as a new vice president.

All other executive board members were re-elected. The new terms for all officers begin on July 1.

Willis had served as president since 1983, when he was elected president and Jackson was elected secretary-treasurer. Roe has served as the executive vice president and Barber was a vice president.

In his final address to the convention, Willis reported that through organizing efforts the union posted an increase in membership last year, reversing a decade of contraction.

Willis advised the convention that unions that ignore or choose not to participate in labor-management programs, such as quality circles, team concepts, quality of work life and other such programs will not survive.

The convention's 256 delegates adopted resolutions calling for passage of national health care and for legislation banning the permanent replacement of strikers, and stated their opposition to further increases in trade taxes, such as the labor maintenance tax and vessel tonnage tax, that affect exports. The convention also voiced its opposition to the siting of hazardous waste disposal facilities near food production plants.

AFL-CIO Secretary-Treasurer Thomas R. Donahue described how the slumping U.S. economy has affected workers. He pointed out that American employers spend less than $30 billion a year on training, with most of that going to managers, professionals, supervisors and technicians. Only 14 percent of the money goes to training for workers like the grain millers, auto workers, and laborers, Donahue said.

He contrasted that record with the records in Germany, where employers contribute more than 3 percent of their annual payroll to public training and employment programs, and in Sweden, where 2.5 percent of payroll plus 10 percent of profits go to funds that cover job training.

Other guest speakers included AFL-CIO Food and Allied Service Trades Department President Robert Harbrant; Union Label and Service Trades Department Secretary-Treasurer Richard Perry; Theatrical Stage Employees Secretary-Treasurer James J. Riley; Nevada AFL-CIO President Walt Elliot; Roy Lukens, executive assistant to the president of the Aluminum, Brick and Glass Workers; Robert Thaler, senior vice president of the Union Privilege Benefit Programs; and Lester Null, assistant to the president of the Glass, Molders and Pottery Workers.

Candidates set for ILWU runoff election

Seattle

Members of the Longshoremen and Warehousemen will elect a new president in a runoff referendum to succeed James R. Herman, who is retiring after heading the ILWU since 1977.

Nominated to the top post by delegates to the union's triennial convention were Randy Vekich, incumbent vice president who comes out of Local 24 in Aberdeen, Wash., and David Arian, former president of Local 13 in Wilmington, Calif.

The 400 delegates elected Leon Harris as secretary-treasurer without opposition. Harris, secretary-treasurer of Local 6 in San Francisco, will succeed Curtis McClain following his retirement in September.

In other action, the convention voted to establish a second vice presidency with jurisdiction for Hawaii. Elected without opposition to the new office was Thomas Trask, ILWU's regional director for Hawaii.

A runoff election also will determine the winner of the contest for the mainland vice president between Brian McWilliams, secretary-treasurer of Local 34 in San Francisco, and Joe Ibarra, regional director for southern California and a member of Local 29 in San Diego.

Balloting for the union's top offices will begin in late July and is expected to be completed in August. Officers are to be installed at a meeting of the ILWU executive board Sept. 11 in San Francisco. The terms of office are three years.

Convention speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue and federation regional directors David Sickler and Edward Collins. Also attending the convention was a Soviet delegation from the USSR Independent Federation of Water Transport Workers.

The 50,000-member ILWU represents dock workers at West Coast ports including Canada, as well as workers in Hawaii's hotel, sugar, pineapple and tourism industries.

The ILWU was founded in 1937 and affiliated with the AFL-CIO in 1987. Herman, who is 66, succeeded the late Harry Bridges as president in 1977.

McClain, who also is 66, has served as secretary-treasurer of the union for the past 14 years.

IBFO renews commitment to organizing

Miami Beach

Delegates to the 32nd convention of the Firemen and Oilers declared solid support for organizing, "the union's top priority," IBFO President Jimmy L. Walker said.

"Simply put, we have to organize to survive," Walker said. "The more we are, the stronger we are...stronger to better serve our members, stronger when we have to take on management."

Walker noted that the IBFO has experienced a net growth in membership since its previous convention five years ago, with many of the union's gains made among workers in the South "where conventional wisdom says organizing is toughest."

Walker said the relocation of the union's headquarters to Atlanta in 1989 allowed the union "to better tap into the organizing potential of the fast-growing Southeast." He said IBFO organizing efforts in the area have been bolstered by the AFL-CIO Industrial Union Department cooperative organizing program, which also is based in Atlanta.

Walker also cited significant membership gains among public employees in Boston, Chicago, Philadelphia and in Florida, and among industrial and service sector workers in other localities. The gains have offset member losses in the union's railroad sector, Walker said.

Delegates unanimously reelected Walker, Secretary-Treasurer Michael A. Matz, and the union's five international vice presidents — John M. Code, George J. Francisco Jr., Anthony Ottobre, Dawn Bonard, Domenic Mancini, and Frederick Winters — to five-year terms.

Delegates also approved a three-stage per capita increase, raising monthly dues 50 cents in January 1992, 50 cents in January 1994 and a like amount a year later. The increases will raise the monthly per capita payment from $6 to $7.50 for railroad and commercial union members and from $8 to $9.50 for all others.

Among the speakers at the convention were Joseph Shantz, director of the AFL-CIO Department of Organization and Field Services; Shirley Carr, president of the Canadian Labour Congress; Paul Burnsky, president of the AFL-CIO Metal Trades Department; Elmer Chatak, IUD secretary-treasurer; Charles J. Chamberlain, the Railroad Retirement Board's labor member; Norman Hill, president of the A. Philip Randolph Institute; and Joshua Javits, chairman of the National Mediation Board.

FOCUS

Jobs lost, workers tos

Practice of 'permanently replacing' strikers costs c

Union members from every part of the country, in nearly every industry, have seen their jobs and their families' security disappear at the hands of employers who bring in "permanent replacements." Over the past decade, companies large and small have exploited this loophole in labor law that allows them to rid themselves of their union workforces.

The stories on these pages are only a few of the instances in which greedy employers have taken away the livelihood from working people and their families — no matter how many years of service or how faithful that service in building the company. They speak volumes on the need to pass H.R. 5 and S. 55, legislation that would ban the "permanent replacement" of strikers and restore fairness to the workplace.

A record of dishonesty

When workers arrived at PRC Recording on May 12, 1982, they found barrels and cars encircling the parking lot and guards with M-16 rifles on the roof.

The Richmond, Ind., company had locked out the 250 members of Electrical Workers Local 2043 and overnight had implemented a new contract to replace the one that had expired some months before.

Within a few weeks, the company began hiring "permanent replacement" workers at $3 an hour, instead of the $5.60 and $7 that union members were earning. The replacement workers also were promised a $200 annual bonus.

But they did not have nearly the benefits that the union had won. Holidays were cut and health insurance benefits were cut.

The union, which had been negotiating with PRC management on a new contract, finally won an unfair labor practice complaint with the National Labor Relations Board over the lockout, but not until 1990, eight years later.

PRC also tried to deny retired workers their pensions, but a court in 1986 forced the company to pay pensioners and their families. In 1986, the company phased out the larger record department, which employed 150 people, and kept only the tape department.

But PRC, so far, has escaped paying the NLRB settlement by declaring bankruptcy last year and selling out to ARP Enterprises, a Canadian firm.

"PRC screwed us. Then they went bankrupt and came out smelling like a rose," said Christina Tate, who was president of the IBEW local at the time of the lockout.

The company also treated the replacement workers poorly. There was high turnover, Tate said, with workers being fired, rehired, then fired again. Many were not paid what they were promised.

Even the replacement workers eventually realized the value of a union, Tate said, and in 1988 they voted the IBEW back in, ending the lockout.

The lockout deeply divided the town. Guards at the plant shot into a union member's car and another time beat up a union member. The town fathers labeled the unions "radical," she said, and many of the former workers had to leave town to find work because nobody would hire them.

The bitterness still lingers. Of the 250 people who were locked out in 1982, only 13 have returned to work in the plant.

Threats and coercion

In the summer of 1987, 3,500 Machinists in San Diego were forced to strike at a division of General Dynamics Corp. when the aerospace firm demanded cutbacks in medical benefits and seniority rights.

Even before the final strike vote was taken, General Dynamics was threatening the members of IAM Local 1125, issuing handbills that told workers they would be "permanently replaced" if they struck and instructing union members on how to withdraw from the IAM.

During the second week of the strike, the company carried out its threat and resorted to scare tactics and coercion, cutting off workers' health benefits and pressuring union members to cross the picket lines.

Those workers who did return to their jobs were directed to call IAM members at home, reminding them of the company's threat to "permanently replace" them.

After the strike was finally "settled," nearly 700 union members had been "permanently replaced." They were forced to wait on a recall list for a year or more just for a chance at a job. During that time, IAM members exhausted their savings, lost their cars, homes and sometimes their families as they struggled to help each other.

Community in turmoil

The town of Jay, Maine, has felt the economic and social impact of "permanent replacement" workers as families were torn apart when International Paper Co. forced 2,300 members of Paperworkers Local 14 out of work in 1988.

Those workers were nearly half the 5,000 people in Jay. The "permanent replacements," sought in IP advertisements a full week before Local 14 went on strike, came from as far away as Louisiana and the Carolinas to take those union jobs.

As a result of the tension among workers, their families and the community, said Town Manager Charles Noonan, the police budget was increased fourfold for almost half a year and the city was forced to increase the property tax rate. He sought to air the problems through a special town meeting.

The paper mill accounted for nearly $60 million in employee payroll, Noonan said. A large portion of this money was spent within Jay by union workers. Now, the workers don't have the money to spend and the replacements, who aren't from Jay, chose not to frequent business establishments within the community.

During the time International Paper Mill managers were asking union workers to take contract concessions, the company saw revenue rise by 133 percent. In 1986, $305 million came through its doors. In 1987, the year of the strike, that figure rose to $407 million.

Although the Maine plant is not as profitable as it was before the permanent replacements were brought in, IP is acknowledged as the most profitable paper mill company in the industry, last year posting a whopping $706 million net profit.

Noonan said the scars from the IP union-busting adventure will take time to heal. Father was pitted against son, mother against daughter. Local bingo games, church activities and shopping excursions became times when former friends ignored and shunned one another.

"What Jay once was, a proud, caring community, is now a divided, closed society which judges each individual on the basis of which side you may have taken in this labor dispute," Noonan said.

Signs of the times

For more than 50 years, the sign manufacturing business in Portland, Ore., was profitable for workers, management and the community.

But in the mid 1970s a "cancer began to spread across the industry," said Jerry Bruce, business representative for Electrical Workers Local 48, which represented about 100 sheet metal workers, painters and electricians at 11 of the area's 13 sign companies.

The cancer began in 1973 when Valley Sign Co. expanded its operations from Yakima, Wash., by building a non-union plant in Portland. Close on the heels of that, Heath-Northwest, a longtime unionized Portland com-

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"The company says, 'Hey, we don't care about you putting in 36 years. We just want to replace you with somebody younger.'"

James Meredith dropped out of high school when he was 17 years old and went to work at Arvin Industries in Columbus, Ind., to help his sisters complete their education.

Meredith, 55, now is out of a job and trying to get his high school equivalency degree. When Electrical Workers Local 1331 went on strike in 1989, Arvin "permanently replaced" him despite his 36 years of service to the company.

"I'm just disgusted about the whole thing," he said. "I can't find work because nobody will hire a man my age and I'm getting farther behind in my bills."

"I filled out applications, sent in resumes . . . it doesn't seem to make any difference."

The hardest part of the whole situation, Meredith said, is the callousness of Arvin. "If I had it to do over again, I'd never work for a company that long. The company says 'Hey, we don't care about you putting in 36 years. We just want to replace you with somebody younger.' "

Meredith had planned to retire when he turned 60, but the money he and his wife had saved is fast disappearing to pay bills.

"I have an old coin collection I was going to leave to my seven grandchildren," Meredith said, but that, too, is going.

When he lost the job, Meredith lost his health insurance. Today, Meredith makes do with food stamps, food donations from area churches, and money from his children.

His daughter, who barely makes minimum wage, is paying his house note.

"When you're being productive citizens, and then get tossed aside, it hurts."

"You can strike — that's legal. Then you get replaced — that's not moral," declares Alan Hesson, president of the Glass, Molders and Pottery Workers Local 72 in Evansville, Ind.

Hesson worked in the tank room at Bootz Plumbingware, where he mixed enamel paint for bathtubs the company produced. Ninety workers were forced on strike there May 20, 1990, and they were permanently replaced.

"This wasn't a company that was losing money," says Hesson, describing the company's demands for a $1-an-hour pay cut, higher medical payments for the workers and reduced holidays.

Management hired security guards six months before the contract was up and placed ads in the local papers, "testing the waters to see how many people they could get to work for less than the average $9 hourly pay we were getting," Hesson said.

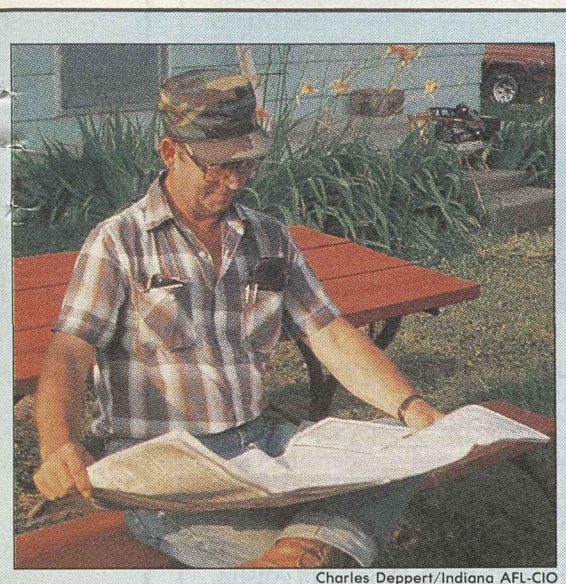
The company first said it needed the money to buy a production furnace, he said. "When I found out they'd already bought it, I confronted them. Then they said they needed the money for installation of the furnace. Basically, they just wanted us out of there."

"I'm 34 and I'm being blackballed. I can't prove it though. But it's the older members — the ones with 30-40 years' seniority — and the children of the strikers who are being hurt the most.

"We still have rallies every Monday and picket the plant every day. This is a strong union area; other local unions come down and support us. They gave us a Christmas party and their donations have helped prevent anyone from losing their house. But when you're being productive citizens and then get tossed aside, it hurts."

ssed aside

communities, families



Charles Deppert/Indiana AFL-CIO

James Meredith scans the help wanted ads at his home in Columbus, Ind.

pany, opened a non-union shop, coincidentally, in Yakima.

At about the same time, large national sign customers like the Big Three automakers and Goodyear started jobbing out their sign manufacturing to plants in "right-to-work" states in the South and West. They then shipped the signs to Portland and Seattle for maintenance and installation work.

As the more profitable manufacturing jobs went South, local sign makers began cutting back jobs. To make matters worse, corporate giant Sylvania began importing non-union workers from out of state to perform maintenance jobs. Because Sylvania paid such low wages, other contractors began to force their wage levels down in order to compete.

By 1981, the companies that had signed a Tri Trades agreement with the IBEW were demanding a three-tier wage scale to replace the flat, across-the-board $16 per hour wages under the union contract. The new scale made $16 the high and ranged down from there.

When workers refused the demand, the companies forced them out on strike and began hiring replacements.

The cancer became fatal in 1987 when Heath-Northwest, which did not sign the Tri Trades pact, was bought by Pattison Signs, a Canadian company that specializes in non-union shops. Pattison demanded wages cuts and an end to the union pension and health plans. After months of negotiations and mediation, workers were forced to accept the company's offer.

Today, the workers have no union and no defined pension plan and the company is its own health insurer, charging high deductibles on very limited coverage, Bruce said.

Bruce said the competition has gotten so cutthroat that "unskilled and untrained" workers are installing and maintaining the signs. In recent months, there have been incidents of signs causing electrical fires in shopping malls and a fire fighter was almost electrocuted by a sign while battling another fire, he said.

Foreign labor strategy

In 1983, the Salerno Magowan Biscuit Co. in Niles, Ill., was sold to Generale Biscuit, a French multinational firm. For the more than 300 members of Bakery, Confectionery and Tobacco Workers Local 1, the sale meant a radical change in labor relations.

At the first bargaining session with the new owners, the head of the company's bargaining team, a union-busting attorney, told the workers they would have to take a $3-per-hour wage cut or the plant would close. The union was willing to discuss the company's situation and possible concessions but the attorney refused.

In the interim, the company made an attempt to hold the maintenance mechanics, workers whose skills it knew was indispensable, by offering them a 60-cent-per-hour increase. In so doing, it sought to divide them from the union members who had been told to take it or leave it on the cutbacks. Once the company realized the mechanics would not break ranks, they began hiring replacements and the union began to strike.

The company had difficulty keeping the equipment running because they were unable to replace the mechanics. The company returned to the bargaining table and by Christmas 1983 the workers reluctantly agreed to accept pay cuts ranging from $1.50 to $1.75 per hour.

Buyout and concession demands

In 1986, Kraft bought SS Pierce in Boston, making it the largest food distributor in the Northeast region. The company had 27 plants, 18 of which employed workers represented by the Teamsters.

In September 1989, Kraft management demanded concessions from its union workers, including forfeiting overtime, changing the medical plan and substituting the Kraft pension plan for the existing plan.

One union member said the proposed Kraft plan would lower his pension from $2,000 a month to $500.

After the first meeting, members of Teamsters Local 829 said they felt it would come down to the pension benefits — benefits they were not willing to negotiate. Kraft began advertising for "permanent replacements" and, two weeks later, on Sept. 27, 1989, 188 members went on strike. They were all "permanently replaced."

The union members handbilled various restaurants every weekend for 18 months, asking the public not to eat in places in which food was supplied by scab labor. Union members said their efforts were successful, causing Kraft to lose 60-70 percent or $150 million in lost sales.

The union action in Boston had an effect halfway across the country in St. Louis, where a strike was averted when management backed down and left the pension program intact.

"What we were doing was effective for others," said Local 829 member David Dostert. "We had to take the hit to help others."

Paybacks are hell

In 1984, workers at U.S. Graphite in Saginaw, Mich., gave their troubled employer a big loan, in the form of drastic wage cuts, to help the company survive. But when they pressed to recoup those cutbacks in subsequent negotiations, they were met by a stone wall.

The 138 workers, represented by UAW Local 537, finally struck the company on July 5, 1990. Five days later, they were "permanently replaced" by 72 scabs imported by the company.

Besides refusing to give the workers a pay raise, U.S. Graphite had not contributed to the employees 401(k) plan three months prior to the strike. An NLRB ruling required the company to pay its portion of the plan.

The company also demanded that workers pay for their own health insurance and wanted to eliminate seniority. Most of the workers are over 50 and still out of work.

Understanding unrewarded

As workers at Saia Electric in Baton Rouge, La., approached contract talks in 1985, they understood that recession had hit their industry and they were willing to do their part to keep their employer from going under.

The members of Electrical Workers Local 995 already had agreed in 1984 to help about 20 companies in the area through an "economic recovery program," which included taking a pay cut from $17.65 an hour plus fringes to $13.70 plus fringes. After a year, the union members voted to end the givebacks because the program was not working, said Rodney Ourso, who was Local 995 business manager at the time.

But the contractors wanted more concessions. They told the union as contracts talks approached that they no longer would bargain as a group as they had done in the past, but would negotiate individual contracts.

Saia, which had been unionized for about 20 years, began its negotiations with a union-busting lawyer at the table, Ourso said. The company objected to almost every provision in the contract in an effort to reach impasse, he said. Saia claimed, without documentation, that it could not be competitive with the union wage scale.

After negotiating for eight weeks, the company terminated its collective bargaining agreement and implemented a new non-union contract. It paid the 50 employees $12.50 an hour, including fringes. All but two or three of the workers refused to accept the cut and were replaced.

After forcing the workers out, the company even protested their unemployment benefits claims, but the workers won that dispute when the state officials ruled Saia had wrongfully changed the terms and conditions of the workers' employment.

The company changed its name to Saco and has been operating without a union ever since. Later that year, the local negotiated a wage package of $12.50 plus fringes with the other local contractors, a deal worth about $14.00 all together, Ourso said.

But the union faced more problems. Even though the workers took concessions, the contractors and the major industries in the area began to freeze out union workers. The contractors began "double-breasting" — setting up parallel union and non-union operations. Major industries in the area, such as Exxon and Dow Chemical, began awarding contracts to the non-union operations. Only about 250 union workers are regularly employed now, instead of the 600-800 that worked in 1985, Ourso said.

Because the industry was already depressed, workers, some with 15-20 years seniority, could not find jobs and have spent the last six years travelling around the country seeking work wherever they could find it, Ourso said. Some had to give up their homes and others are barely making ends meet, said Ricky Russell, assistant business manager for Local 995.

"They pitted poor against poor over a stinking $3 job. If you're a single parent and got kids to feed and rent to pay . . . you need that job."

Christina Tate had worked for five years in PRC Recording's tape department when the company locked her and her co-workers out in May 1982.

Tate, who was president of her Electrical Workers local at the time, was shocked. The union and the company had been negotiating a contract to replace one that had expired a few months before.

"One day I was making $5.60 an hour, the next day I was making $3," she said, after the company unilaterally implemented a new contract and started hiring "permanent replacement" workers.

Eventually the 250 workers walked out and were all replaced. They were left with no jobs or prospect for a job. "Nobody would hire you when they found out you were a PRC striker," she said.

"People thought we were overpaid union people. The newspaper never printed the truth about us. It called us radicals.

"They pitted poor against poor over a stinking $3 job," she said. "If you're a single parent and got kids to feed and rent to pay. . .you need that job."

Tate, whose husband works, said her family "survived" the six years she was out of a job, but others were not so fortunate. "People lost their cars and their homes. Some had to move to find work," Tate said.

Some lost even more than that. Many of the materials used in the plant were hazardous and caused cancer, she said. The company had required workers to sign statements that they knew the materials could cause death.

Because the strikers had no strike benefits and no health insurance, those with cancer received little or no treatment and just died, she said.

Even today, three years after the lockout ended and the union was voted back, the bitterness lingers. "It will never be forgotten — the way the paper lied, the way people were treated," Tate said. "If the people calling us names had gone through the same things that we did, they would have done the same thing."

Ads to follow Congress home during recess

Continued from Page 1

of work before the July 4 recess, with a Washington-area TV ad showing a worker getting a pink slip — "fired" for standing up for his family. The radio ads that follow use the voices of "permanently replaced" workers — a Steelworker from Ravenswood and an Electrical Worker from Indiana.

The electronic media campaign will be accompanied by ads in congressional specialty outlets—Congressional Quarterly, National Journal and Roll Call, the twice-a-week congressional tabloid in which an early, two-page ad appeared June 17.

Print ads also are scheduled for The Washington Post, The New York Times and the Washington editions of Time and Newsweek magazines.

Unionists tell their stories

Using the theme "Americans have the right to protect their jobs," the advertising tells the stories of union members from around the country who were forced on strike by their employers and then were "permanently" replaced.

The message will follow members of Congress home to 21 of the nation's 50 states during the July 4 recess. In those states with a concentration of members of Congress uncommitted on H.R. 5, local TV and radio stations will greet them with the same message, "VOTE FOR H.R.5." During that time, union members will be arranging meetings with their legislators to ask their support for the bill.

"H.R. 5 Media Campaign," a videotape including the television and radio spots and footage from the press conference, is available for $10 from the Labor Institute of Public Affairs, 815 16th St. N.W., Washington, D.C. 20006. Phone 1-800-242-UNION. Reference: LVBS-018.

Grassroots effort

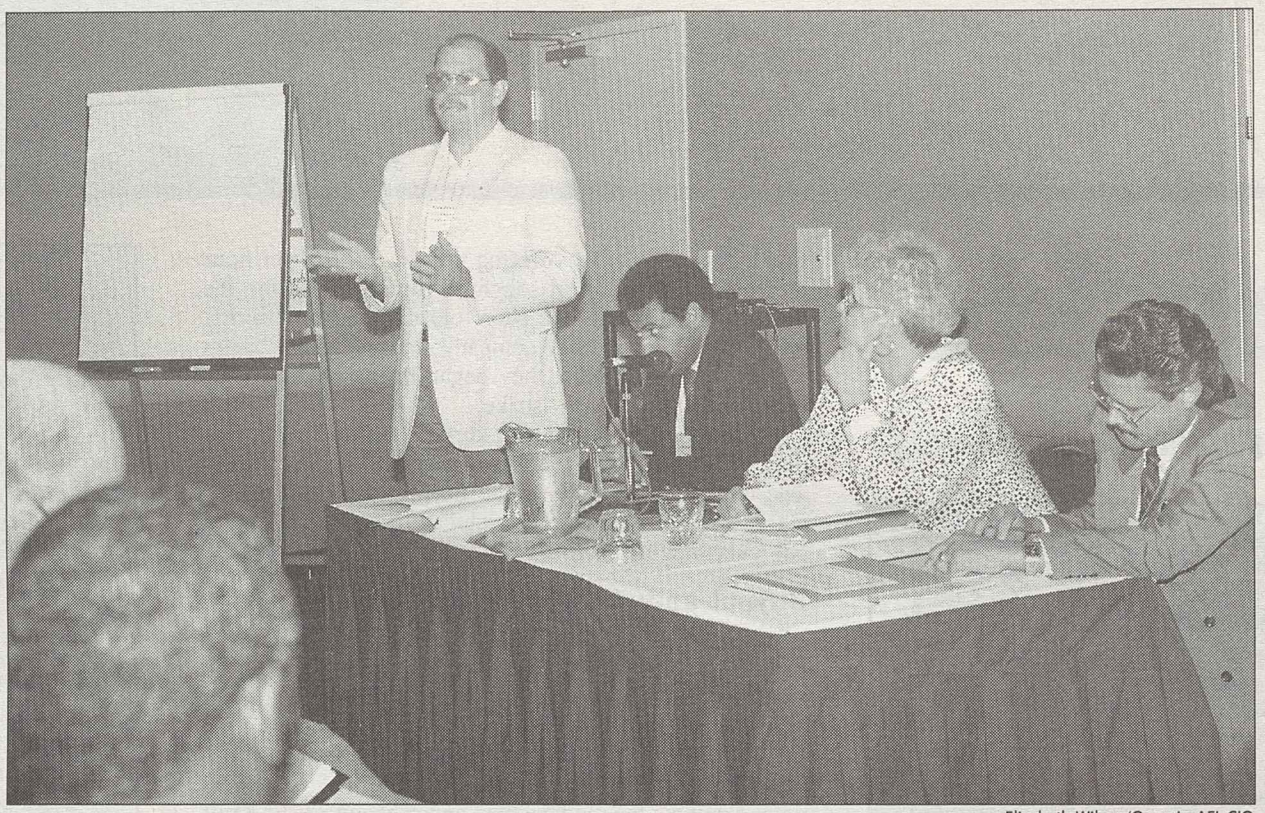
Meanwhile, other unions and the AFL-CIO have postcard and mailgram projects in the field, bombarding swing-vote members of Congress on the need to restore fairness to the workplace.

Describing the practice of hiring "permanent" replacements as "an American tragedy," the Machinists have collected almost a half a million postcards from their members telling senators and representatives that workers need their jobs and the security that goes along with being productive employees.

Similarly, the UAW has more than a million postcards in the field for sending the message to Congress. The AFL-CIO grass-roots campaign also includes more than a million postcards.

At the state level, Minnesota legislators have petitioned the state Supreme Court to overturn Republican Gov. Arne H. Carlson's veto of state legislation to ban the "permanent replacement" of strikers. The Democratic-Farmer-Labor legislative leaders claim the governor failed to deliver the "picket line peace bill" back to the Minnesota House in a timely manner and that the measure should become law.

The Wisconsin Assembly also passed a bill banning the hiring of "permanent" replacements, which now goes to the state Senate to iron out differences between the two bills. Gov. Tommy Thompson (R) has said he will veto the legislation.



Elizabeth Wilson/Georgia AFL-CIO

Future of work explored by religion-labor panels

Labor and religious leaders met in Atlanta as part of the continuing dialogue between the two groups on the condition of workers.

In a workshop on the future of women and minority workers, Thomas Shellabarger of the U.S. Catholic Conference addressed participants, along with Norman Hill, A. Philip Randolph Institute; Judith Heh, Pennsylvania AFL-CIO; and Jose LaLuz, Clothing and Textile Workers.

The two-day conference was attended by several leading theologians, including Dr. Joseph E. Lowery, president of the Southern Christian Leadership Conference; Bishop John Hurst Adams, 6th Episcopal District of the African Methodist Episcopal Church; Rabbi Sharon Kleinbaum, Religious Action Center of Reform Judaism; and Bishop John McCarthy, Catholic Diocese of Austin, Texas.

Joining them were AFL-CIO Secretary-Treasurer Thomas R. Donahue and Mine Workers President Richard Trumka.

Labor scores win with NLRB relocation rules

By James B. Parks

In a victory for organized labor, the National Labor Relations Board issued new guidelines for employers to bargain with workers before they relocate their operations.

The board ruled unanimously that Dubuque Packing Co. violated the National Labor Relations Act by refusing to bargain with Food and Commercial Workers Local 150A over the company's decision to relocate over 500 jobs in its hog kill and cut operations from Dubuque, Iowa, to a new plant in Rochelle, Ill.

"It's an important forward step as far as unions are concerned," said Eugene Cotton, the attorney who represented the UFCW in the case.

"The ruling does not stop companies from threatening to relocate to lower-wage areas in order to gain wage concessions," Cotton said, but it does require them to "negotiate with the union before they make any decision to move."

Under the new standards, employers must bargain with the workers over proposed relocations if there is no "basic change in the nature of the employer's operation" at the new factory.

Negotiations would not be required if work at the new plant "varies significantly" from work at the old plant, if work at the old plant is "discontinued entirely and not moved to the new plant," or if the decision involves a "change in the scope and direction of the enterprise."

The company also could avoid negotiations by proving that labor costs were not the reason for the move, or if the advantages of the move were so great that the union could not have offered enough concessions to change the company's decision.

The ruling also ordered Dubuque to pay the affected workers one year of back wages, less any earnings they received during that period. The back pay was limited because Dubuque closed the Rochelle plant in 1982, one year after making the move.

In other labor-related cases, the U.S. Supreme Court let stand an appeals court ruling from last year involving the Teamsters. The U.S. Court of Appeals for the District of Columbia Circuit ruled in Yellow Bus Lines vs. Teamsters Local 639 that the union did not violate the law because the union was not involved in the "conduct of the affairs of the company" during the strike.

Arguing against Supreme Court review, lawyers for the union said federal labor laws were "crafted to strike a delicate balance between labor and management interests." Allowing an employer to convert activities protected under the law to racketeering by bringing cases under RICO (Racketeer Influenced and Corrupt Organizations Act) would "disrupt the integrity of . . . the system created by Congress."

In another case, the Supreme Court by a 5-4 margin, narrowed the responsibility of an employer to let an arbitrator settle disputes with workers after a union contract expires.

The court ruled in Litton Financial Printing Division vs. NLRB that the Taft-Hartley doctrine forbidding unilateral changes in working conditions does not keep an arbitration clause in effect after the contract expires.

The case arose when Litton did not follow seniority in 1980 layoffs after the contract with the Printing Specialties District Council No. 2 expired.

Religious groups backing strikebreaker ban

By Muriel H. Cooper

Support for legislation to ban "permanent replacement" of strikers continues to pour in from the religious community.

The Executive Committee of the National Jewish Community Relations Advisory Council, an umbrella organization for 11 national and 115 local Jewish agencies, unanimously endorsed the striker replacement ban.

"There was no opposition to the legislation because it is consistent with the organized Jewish community's traditional commitment to social and economic justice," said Retail, Wholesale and Department Store Union President Lenore Miller, who is president of the Jewish Labor Committee, which submitted the proposal to the NJCRAC.

"There was a recognition that this bill not only restores a basic workers' right, it also serves the public interest by preserving a collective bargaining system that worked well until the union-busting era of the 1980s," Miller said.

The AFL-CIO Industrial Union Department is continuing its efforts to drum up grass-roots support for H.R. 5 and S. 55, scheduling a dozen news conferences with religious leaders, particularly in the South.

"As leaders from diverse religious traditions, we join together in calling for this nation to restore the rights of its working people," said Rev. Donn Walters, executive director of the Presbyterian Urban Council during an Arkansas press conference.

"American workers are facing a crisis. They are being fired from their jobs when they exercise their lawful right to engage in collective bargaining," he stressed.

Yeltsin hailed for commitment to free unions

By Michael Byrne

Boris Yeltsin, the first democratically elected president of a republic in the Soviet Union, received a warm welcome from the AFL-CIO, which praised his recognition and promotion of free trade unions.

AFL-CIO President Lane Kirkland introduced Yeltsin to the Executive Council by saying Yeltsin's overwhelming June 12 election as president of the Russian republic "gives a body to that voice" calling for freedom and democracy in the Soviet Union.

Yeltsin demonstrated his popular appeal during a brief welcoming ceremony when he turned away from the television cameras in the AFL-CIO headquarters lobby to address the federation staff and other trade unionists who came to greet him. The move brought cheers from the crowd around him and the packed balcony above as the camera people scrambled for new positions.

Kirkland said he invited Yeltsin to AFL-CIO headquarters when he met with him in the Kremlin in May because so many of the leaders of the emerging trade unions in the Soviet Union "told me of their support for Boris Yeltsin and his commitment to fundamental economic and democratic reform."

"In my discussion with President-elect Yeltsin, I was impressed by his keen concern for protection of the unfortunate — the impoverished, the unemployed, the elderly and the sick," Kirkland said.

"I also sensed his interest in reaching out to the emerging democratic institutions in his country — free trade unions among them — in the task of rebuilding a society that has been torn asunder by decades of repression and fear."

Yeltsin, who was personally negotiating with striking Soviet coal miners while his political rival, Soviet President Mikhail Gorbachev, was presiding over a protest-filled May Day parade in Moscow, vowed to continue fighting Gorbachev's ban on strikes. While strikes may be extreme measures, he said, he considers them to be a legitimate civil right for working people.

John Oravec/AFL-CIO News

Boris Yeltsin is greeted by AFL-CIO President Kirkland, Secretary-Treasurer Donahue and the press.

Yeltsin noted that, with the support of the Russian parliament, he has raised the minimum wage and retirement pensions by 50 percent, increased annual paid leave from 15 days to 24 days, reduced the workweek to 40 hours and boosted scholarships for students and pay for teachers. He said he also would push for legislation for cost-of-living adjustments.

Yeltsin criticized the government-controlled "official" trade unions, which he said merely provided leverage for the Communist Party, and welcomed the rise of independent and democratic unions that would concentrate on looking after the interests of working people.

The AFL-CIO recently launched a relief fund for striking Soviet miners and their families with a $25,000 contribution and an appeal to its affiliates to contribute. The plight of the Soviet miners, who first struck in November 1989 in Vorkuta, was brought forcefully to U.S. attention by Kazimieras Uoka of the Lithuanian Workers Union, who joined a delegation of 1989 AFL-CIO convention delegates to the Soviet embassy.

Russia's coal miners agreed to end the strike May 10 after Gorbachev handed jurisdiction of the mines to the Russian republic. The move followed a landmark agreement in which Gorbachev promised to acknowledge the sovereignty of the republics and begin a process of decentralization of power.

The growing wave of strikes by workers pressing for democracy played a decisive part in forcing Gorbachev from a path of repression he had sanctioned in the winter of 1990.

During his May 20-26 tour of the Soviet Union, Kirkland met with leaders of the Donetsk coal miners strike committee, as well as leaders of other democratic worker movements, including: Pavel Shushpanov, chairman of the Independent Miners Union; pilots and air traffic controllers; Stepan Khmara, a member of the Ukrainian parliament arrested on trumped-up charges; and the workers movement in the Kuznetsk Basin of western Siberia.

Worker delegates battle attempts to gut ILO standards

By Steven Slezak

The American labor delegation has been working through several forums of the International Labor Conference in Geneva to foil attempts by employer groups to dilute the effectiveness of the International Labor Organization as a guarantor of international labor standards.

The 1991 conference has been characterized by efforts of the world's employer delegations to undermine the supervisory machinery of the ILO. This supervision — principally through the Committee of Experts, the Committee on the Freedom of Association and the Committee on the Application of Standards — monitors the observance of scores of ILO conventions defining international labor standards.

The employers group, joined in some instances by government delegations, has throughout the conference questioned the ability of the supervisory machinery to define international labor standards. This position has been expressed most evidently in reference to the right to strike, which is protected across the board by several conventions of the ILO, with the exception of a few, specific cases regarding police and national security.

The employers group has attempted to erode these conventions by arguing that the right to strike is too narrowly interpreted by the ILO and that employers and governments have the right to disagree with the ILO's interpretations.

In response to these challenges, the workers group — constituting all workers delegations participating in the conference — has made repeated reference in committee and plenary sessions to the need to defend the supervisory machinery from all attempts to weaken it.

> *"There are no flexibility clauses for freedom or for human and trade union rights. They are universal standards which must be applied without fear or favor."*
>
> **—Jim Baker**
> **U.S. Worker Delegate**

The workers argue that any unilateral rejection by employers or governments of ILO standards is tantamount to undermining the very essence of the ILO. Such disagreements are, in effect, assaults on the entire body of work accumulated by the ILO in over 70 years of existence.

"The clear mission (of the ILO) is to protect and promote the interests and rights of working people," said Jim Baker, the U.S. worker delegate and the AFL-CIO's European representative, at the conference plenary on June 18. "There are no flexibility clauses for freedom or for human and trade union rights. They are universal standards which must be applied without fear or favor."

Baker was addressing the problems of the "informal sector" of workforces around the world, noting they have been discovered "by the ILO and others" recently but that "there is nothing new about unstructured, unregulated, insecure and precarious employment" that leaves a working poor. Regular, protected employment and union representation "have extended freedom to those not privileged enough to have been born into aristocracies," Baker said.

He asked whether the ILO was going to fulfill its mission to protect workers "or is it the IMF and the World Bank who have the exclusive franchise for economic policy, for industry and for the public sector, leaving the ILO with the role of ambulance crew, trying to keep the hearts of the victims beating?"

The working poor will continue to be exploited as long as "economic decision-making, industrial policy or planning" are by default turned over to "market forces," those entities that have "the tremendous advantage of no names, no faces, and they can neither be elected nor removed from office."

"Moral force is not enough, but that is the principal tool currently at the disposal of the ILO," Baker added. "That force can only remain strong if it is employed without trimming, shading, or tampering."

The employers' destructive strategy has been having an adverse effect on the work of the various ILO committees. In the two technical committees — on hotel and restaurants and on workers' claims in insolvency cases — members of the employers group are putting up strong and coordinated resistance against movement towards new ILO conventions covering these areas.

In another effort to come to the aid of the ILO, the American labor delegation participated in a special sitting of the plenary organized around the theme of the situation of workers in the occupied Arab territories. U.S. Deputy Workers Delegate Charles Gray argued that the special sitting and Director General's report on this topic was unnecessary and represented a "circumvention of all the supervisory machinery" of the ILO.

Gray, who is the executive director of the AFL-CIO Asian-American Free Labor Institute, urged ILO members "to follow the due process through the existing supervisory machinery" to solve grievances within the ILO's structure.

"I ask you realistically to think about where this matter might be today if it had been pursued through the regular supervisory machinery from its very inception," he said.

ECONOMY

Unemployment soars to 6.9% as Bush recession grinds on

By John R. Oravec

The nation's recession-driven jobless rate surged to 6.9 percent in May from April's 6.6 percent with 8.6 million workers counted as officially unemployed, the most in seven years.

Another 5.9 million were in part-time jobs because they could not find full-time work, the Bureau of Labor Statistics reported. And 1 million discouraged workers, who are not counted as jobless because they have given up looking for work, brought the number affected by total or partial unemployment to 15.5 million.

The BLS household survey showed unemployment increased by 370,000 to bring the "official" count to the 8.6 million level. That is the highest since the 8.7 million in April 1984, AFL-CIO economist Markley Roberts noted.

Only 3.4 million jobless workers qualified to collect unemployment compensation in mid-May, leaving about 5 million of the officially unemployed without benefits.

Millions of others who were ineligible under the stringent limitations of the federal-state unemployment insurance system or had exhausted their 26 weeks of regular benefits, took part-time jobs in desperate efforts to make ends meet.

The day the BLS issued the unemployment report, religion, civil rights and children's advocacy groups joined the AFL-CIO in prodding Congress to overhaul the flawed UI system.

"In past recessions, the federal government moved promptly to assist unemployed workers," a group of 25 of national Protestant, Roman Catholic, Orthodox and Jewish leaders said in a statement. "Yet, 11 months into a recession and with unemployment likely to remain at high levels for a considerable period of time, Congress has not acted on a program to extend benefits to the long-term unemployed, or to reform the unemployment insurance system."

Along with the Coalition on Human Needs, the religious leaders called for congressional action on a labor-backed measure sponsored by Rep. Thomas Downey (D-N.Y.) that would widen eligibility standards and provide extended benefits to the long-term jobless.

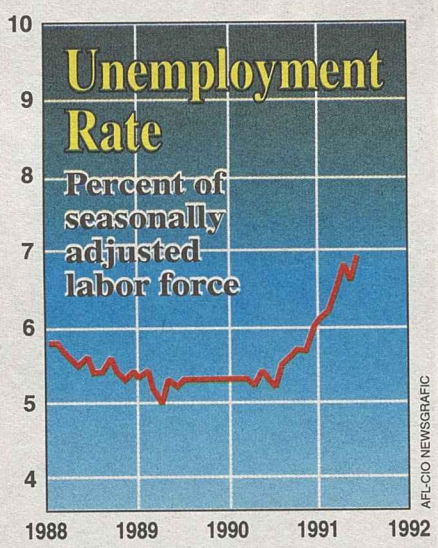
"Even if the recession were to end today," said AFL-CIO legislative representative William J. Cunningham, "the need for unemployment insurance reform will be with us for a long time to come."

One bright spot in the BLS report was the gain of 59,000 payroll jobs from April — the first pick-up in 11 months. But even at 108.8 million, private industry payrolls were 1.5 million below May 1990.

Payrolls rose in May by 19,000 in the goods-producing sector and 40,000 in the services sector, BLS said. In manufacturing, recalls of laid-off auto workers were offset by more layoffs in industrial machinery and instruments.

During the first quarter of 1990, employment declines averaged 240,000 a month and the revised payroll job loss in April was 180,000, BLS said.

The BLS payroll survey showed little change for the month in most industry sectors. But since May 1990, job losses totaled 507,000 in construction; 814,000 in manufacturing; 522,000 in wholesale and retail trade; 110,000 in government; 25,000 in finance, insurance and real estate; and 8,000 in mining. The only major sectors showing over-the-year gains were services, 110,000 jobs, and transportation and utilities, 2,000.



Source: Bureau of Labor Statistics

BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress that the April and May data indicate a leveling off in the labor market, and the situation "is better today than it was earlier in the year." But when pressed by JEC Chairman Sen. Paul S. Sarbanes (D-Md.), Norwood said, "we can't read a recovery into these data."

For major worker groups, the jobless rates were: adult men 6.5 percent; adult women, 5.8 percent; teenagers, 19.1 percent; whites, 6.1 percent; blacks, 13 percent; and Hispanics, 9.7 percent.

Large states with jobless rates above the national average in May included California, 7.7 percent; Florida, 7.5 percent; Massachusetts and Michigan at 9.6 percent; New York, 7.4 percent; and Pennsylvania, 7.7 percent.

In Michigan, extended jobless benefits for the long-term unemployed triggered off despite its 9.6-percent rate and 435,000 on the unemployment rolls. The extended benefits triggered on in March when the state had 503,000 workers in the unemployment lines.

Trade deficit widens on new import surge

The U.S. merchandise trade deficit widened by $710 million in April to $4.8 billion after narrowing in the two preceding months, the Commerce Department reported.

Imports increased by $2.2 billion to $40.3 billion while exports grew by $1.5 billion to a record $35.6 billion. Manufactured goods accounted for $3.3 billion of the imbalance with imports of $31.8 billion and exports of $28.5 billion.

Leading the rise in imports were industrial supplies and materials, consumer goods, as well as autos, parts and engines. Economists said overall imports were more than $4 billion below the record high of $44.5 billion because of waning demand due to the recession.

Crude oil imports amounted to $2.8 billion in April, virtually the same as in March. But the volume of imports rose from 166 million barrels to 177 million, while the per-barrel price dropped by 75 cents to $16.40.

For the first four months, the overall trade deficit adds up to $21.7 billion — $12.1 below the comparable 1990 period. At the current pace, the trade deficit for the year would amount to $65 billion. The 1990 deficit totaled $101.7 billion.

Economists estimate that for each $1 billion deficit, 25,000 U.S. jobs are wiped out.

Short-term swing

AFL-CIO economist Mark A. Anderson warned that the improved trade picture is a short-term phenomenon resulting from the continuing Bush recession.

"When the economic downturn finally hits bottom and recovery gets under way, all signs point to a new surge of imports in the longer term," Anderson said. "We also can expect oil prices to start heading back up, adding millions of dollars to our monthly import charge."

In transactions with major countries, the United States ran a $3.3 billion trade deficit with Japan in April, down $300 million from March. But the nation had a surplus of $2.1 billion with Western Europe.

Other deficits posted in April were with the OPEC countries, $980 million; Canada, $292 million; China, $669 million; and Taiwan, $721 million. The United States ran a $81 million surplus in trade with Mexico on exports of $2.76 billion and imports of $2.68 billion. But more than half of the exports to Mexico are components that are assembled at border maquiladora plants for shipment back to the United States.

The Commerce Department said the United States posted a trade surplus of $10.2 billion in the first quarter of the year under the current account arrangement, the first such surplus since 1982.

The primary reason for the reversal stemmed from payments of $22.7 billion by Saudi Arabia, Japan and other countries for the costs of the Persian Gulf war.

The current account is the broadest measure of trade, including goods, services, banking and investment.

Gas pump prices lead rise in living costs

A 2.9-percent jump in gas pump prices fueled a rise in the government's consumer price index of 0.3 percent in May, while food, beverage and entertainment costs held steady, the Bureau of Labor Statistics reported.

But workers can expect further retail prices hikes in coming weeks as the BLS wholesale price index climbed 0.6 percent last month, triggered by a 5.2-percent surged in gasoline prices.

Over the past 12 months, BLS said the index for urban wage earners (CPI-W) was up 4.9 percent — ranging from a rise of 2.6 percent for clothing to 8.6 percent for medical care. Most other index components — food and beverages, housing, transportation and entertainment advanced more than 4 percent from May 1990.

After adjustment for inflation, BLS said real weekly earnings rose 1 percent in May, following a drop of 0.5 percent in April. And although weekly wages increased 2.8 percent over the year, the 4.9-percent rise in the CPI chopped real wages 2 percent below the May 1990 level.

The erosion is even worse over the decade. AFL-CIO economist Anne Draper noted that real weekly earnings were 5.8 percent below May 1981 as inflation totally wiped out wage gains in the last 10 years and even disintegrated earlier improvements.

Among energy components in May, heating oil prices declined again by 2.8 percent, but natural gas and electricity rates rose 0.6 percent from April. Over the year, heating oil was up 3.4 percent; gas and electric, 3.5 percent; and gasoline, 8.6 percent.

Food and beverage prices were unchanged in May after surging 0.7 percent in April. They rose 4.8 percent over the last 12 months.

When energy and food components are excluded, the CPI-W rose 5.1 percent since May 1990. Some analysts viewed this as sign that the core inflation rate continues to climb despite the recession — now in its 12th month.

In other economic reports:

- Industrial production rose 0.5 percent in May after edging up 0.3 percent in April to snap a six-month string of declines, the Federal Reserve Board reported. Despite the two-month pickup, industrial output was still 3.3 percent below the May 1990 mark.

The May advance was generated by gains of 5 percent in auto and truck production, and 3.9 percent in utility output as demand for residential energy increased with rising temperatures.

- As the recession grinds on, a surge in consumer spending to spur economic recovery is at best a long-shot because of the heavy toll of unemployment on about one fifth of the population, the Conference Board found.

In nearly 20 percent of the nation's households — about 19 million homes — at least one family member was unemployed for a period during the past 12 months, according to the board's survey of 5,000 households.

Unemployment hurt families in a number of ways, the business research and consulting group said. In 32 percent of the families hit by unemployment, the husband lost his job. In 28 percent of the cases, the wife was jobless. In 35 percent of the homes, it was either a son, daughter or other family member who was laid off. In 5 percent of the families, both the husband and wife were out of work.

For many of those who found new jobs, their paychecks were skimpier. The survey found that 47 percent of the men and 28 percent of the women said they were earning less in their new jobs.

- Retail sales rose 1 percent in May to a seasonally adjusted $152.5 billion after dropping 0.4 percent in April. But May sales were only 2.5 percent higher than a year earlier — not enough to cover the 4.9-percent rise in inflation.

Meany Center schedule for July, August

The George Meany Center for Labor Studies will offer 13 workshops during July and August. The schedule:

Arbitration: Preparation and Presentation (July 21-26) — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

College Degree Program (July 27-Aug. 2) — Members of AFL-CIO affiliates remain in residence at the George Meany Center while working on a Bachelor of Arts Degree from Antioch University.

Teaching Techniques for Labor Education (Aug. 4-9) — Demonstrating techniques commonly used in labor education for those who teach union conferences, summer schools or night classes.

Organizing II (Aug. 4-9) — An institute cosponsored by the AFL-CIO Department of Organization and Field Services for experienced union staff. Topics include internal private sector organizing, issue-oriented campaigns and training union members.

UCLEA Southern School for Union Women (Aug. 11-16) — Ten workshops will be offered to union women from across the South. Some of them are: Mobilizing the Membership, Today's Challenges for Working Women, and Organizing the Unorganized.

Newswriting and Editing for Union Publications (Aug. 18-23) — For union editors who want coaching on the basics of publishing readable, interesting and credible publications.

AFL-CIO affiliates and departments using the campus in July are AFSCME, July 7-12; BC&T, July 7-12; AIFLD Bermudans, July 13-20; Carpenters, July 14-19; Flight Attendants, July 14-18; Organizing Institute, July 19-21; ATU/Advanced arbitration, July 20-25; SEIU, July 20-26.

For more information, contact the Registrar's office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. Fax 301/434-0371.

Steve Yarmola/AFL-CIO News

Some 30,000 volunteers from 15 Building and Construction Trades unions manned collection buckets at street corners and shopping malls across the country June 13-15 to raise donations for the Dollars Against Diabetes campaign. Here, President Jake West of Iron Workers (left) joins union members in Washington. In the last four years, the DAD's Day volunteers collected $3.8 million for the Diabetes Research Institute.

Resources

CONFERENCES

The AFL-CIO's 29th Conference on **Community Services** will be held in Washington July 21-26. The late Rep. Mickey Leland will be honored posthumously with the 1991 AFL-CIO Murray-Green-Meany Award for outstanding service to humanity. Contact the AFL-CIO Department of Community Services, 815 16th St. N.W., Washington, D.C. 20006.

The AFL-CIO and Cornell University will co-sponsor a union-university symposium on economic and worker problems Sept. 29-Oct. 1 at the Masters, Mates and Pilots School in Linthicum Heights, Md. Contact the AFL-CIO Department of Economic Research, 815 16th St. N.W., Washington, D.C. 20006.

The AFL-CIO Department of Education and the George Meany Center for Labor Studies is sponsoring **Teaching Techniques for Labor Education** Aug. 4-9 at the Center's Silver Spring campus. A $35 deposit and $99 room and board fee are due by July 22. Contact Susan Washington at 202/637-5156 or Diana Linton at 301/431-6400.

PUBLICATION

The Dayton Daily News recently completed an excellent 20-part series on the state of the Occupational Safety and Health Act, which helps to make the AFL-CIO's case for reform of the act. The Daily News spent eight months analyzing 1.8 million OSHA computer tapes and fleshed out the status of the law with a variety of interviews. Single copies of the reprint free from AFL-CIO Pamphlet Division, 815 16th St. N.W., Washington, D.C. 20006.

TESTIMONY

AFL-CIO President Lane Kirkland testified before the Committee on Public Works and Transportation on the state of the economy and importance of **infrastructure** in enhancing productivity and U.S. competitiveness. No. 91-8.

William Cunningham, AFL-CIO legislative representative, testified before the Senate Finance Committee on **unemployment insurance** problems. No. 91-19.

Newsmakers

The Railway Labor Executives' Association re-elected to new three-year terms **Richard I. Kilroy** as chairman, **V.M. "Butch" Speakman** as vice chairman, and **James J. Kennedy** as executive secretary-treasurer. RLEA represents 15 transportation-related unions. Kilroy is president of the Transportation Communications Union and the AFL-CIO Transportation Trades Department (TTD). Speakman is president of the Railroad Signalmen and Kennedy is executive director of the TTD.

Noting that rail unions face crucial legislative issues while a national board works to settle their two-year-old contract disputes, Kilroy said, "I'm honored to have been re-elected by my colleagues in rail labor. Despite the fact that we are at different stages in the national negotiation process with the railroads, RLEA continues to provide all of us an important forum in which we can work in unity."

Ron Silver has been elected president of Actors' Equity succeeding **Colleen Dewhurst,** who had served in the post six years and did not seek re-election. Silver has been on the union's governing council since 1988. Others elected include: **Conrad Fowkes,** treasurer; **Lynn Archer,** recording secretary; **Patrick Quinn,** first vice president; **Richard Warren Pugh,** second vice president; **Arne Gundersen,** third vice president; and **Werner Klemperer,** fourth vice president.

Elected by the membership as stage manager is **Sue Jane Stoker;** as principal for a two-year term is **Mary Lou Westerfield;** and as principal for five-year terms are **Barbara Callander, Gil Rogers, Edith Meiser, Mary Lee, Maureen Moore, Ivar Brogger, Paul Lipson, Cleo Quitman, Irma Rogers** and **Will Stutts.**

The presidents of five unions met recently with Labor Secretary **Lynn Martin** to discuss the education and training goals of the Bush administration's America 2000 Education strategy. Meeting with Martin were: **Morton Bahr** of the Communications Workers; **John J. Barry** of the Electrical Workers; **Susan Bianchi-Sand** of the Flight Attendants; **Marvin Boede** of the Plumbers and Pipe Fitters; and **Keith Geiger** of the unaffiliated National Education Association.

AWARDS

AFL-CIO President **Lane Kirkland** received the Midwest Labor Press Association's 1991 Eugene V. Debs Award at MLPA's conference on June 13 in Traverse City, Mich. Kirkland was honored for his outstanding contribution to the labor press, in the tradition of Debs, a Midwest native who was a labor editor and a founder of the Socialist Party of America. The award was accepted by Kirkland assistant **Dennis Beal.** In the past, the award has gone to Vice President Hubert H. Humphrey, former Machinists President **William W. Winpisinger,** Steelworkers President **Lynn R. Williams** and Mine Workers President **Richard Trumka.**

The UMWA's **Trumka** was presented the Workers Defense League's David L. Clendenin Award at a dinner May 13. He told guests that winning striker replacement legislation must be augmented by the building of a labor coalition with allies like the Workers Defense League, to turn "the victims of this economy into the leaders of the fight to change it."

Leon Lynch, president of the Workers Defense League and vice president of the Steelworkers, also presented distinguished service awards to **Catherine Lewis,** former executive director of the WDL and **Connie Kopelov,** former WDL program staffer.

Among those attending the awards dinner were: President **Jay Mazur** of the Ladies' Garment Workers, who presented the Clendenin award to Trumka; President **Jack Sheinkman** of the Clothing and Textile Workers; President **Lenore Miller** of the Retail, Wholesale and Department Store Union; Transport Workers local union president **Sonny Hall;** President **Joyce Miller** of the Coalition of Labor Union Women; and President **Dennis Rivera** of the unaffiliated New York Hospital and Health Care Workers Local 1199.

Ernest R. Grecco, president of the Baltimore AFL-CIO, is the 1991 recipient of the American Red Cross's Samuel Gompers National Labor Award, which recognizes outstanding volunteer service to the American Red Cross. The award, established in 1990, is named for the first president of the American Federation of Labor, who was also the first labor representative to serve on the governing board of the American Red Cross. Grecco is a member of Distillery Workers Local 34.

Telecast on labor issues calls for grass-roots action

By James B. Parks

The AFL-CIO previewed Solidarity Day '91 and updated members on campaigns for health care reform and a ban on the permanent replacement of strikers via a national teleconference.

The June 11 teleconference, which was viewed by 2,500 union members at 19 regional sites, originated from the Labor Institute of Public Affairs studio in the federation's Washington headquarters.

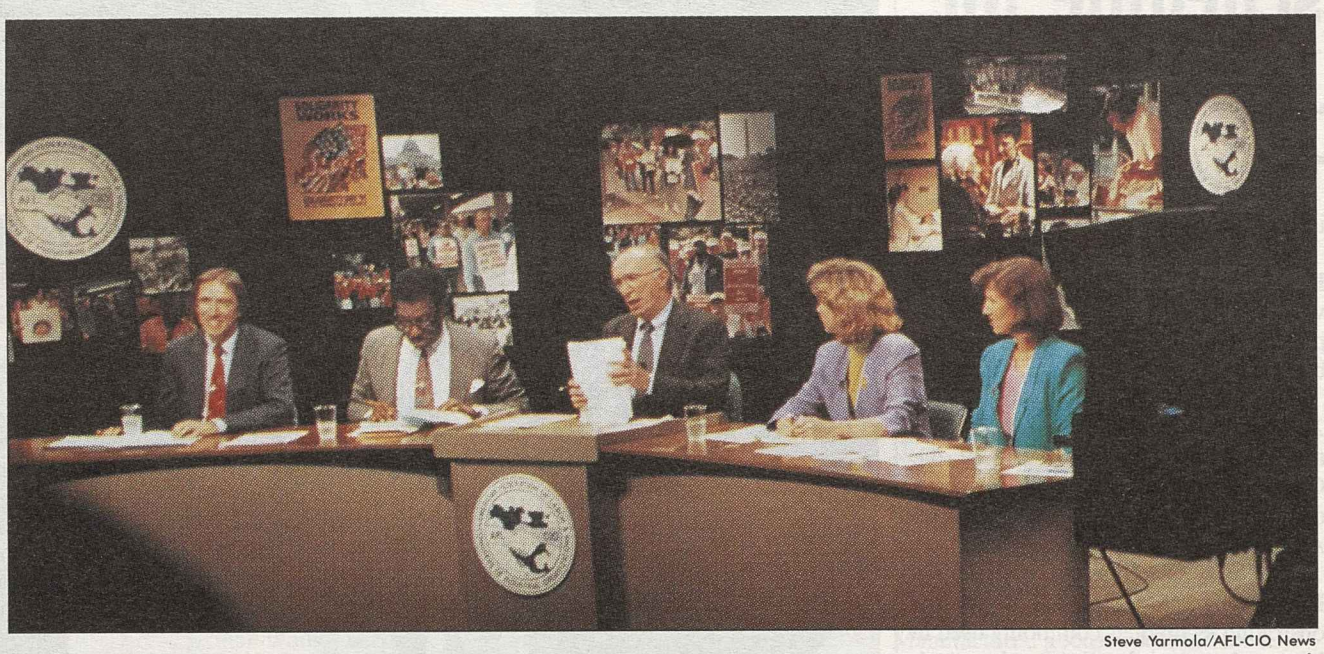
AFL-CIO President Lane Kirkland described the urgent need for union members to get involved in the fight for legislation to ban the use of "permanent replacements" for strikers, which will be voted on in the House in a few weeks. The Senate battle likely will be tougher, he said, but "we will keep this effort in high gear and we're counting on your help to rally support among the rank-and-file."

Congress needs to understand just how important the striker replacement issue is for labor, said AFL-CIO Secretary-Treasurer Thomas R. Donahue, who urged members to talk to employers who might endorse the bills in an effort to garner more support.

Robert McGlotten, the AFL-CIO's legislative director, said the bills, H.R. 5 and S. 55, have picked up 210 co-sponsors in the House, including 3 non-voting delegates, and 31 in the Senate.

The bill's opponents are misrepresenting it, said Ernest DuBester, a federation legislative representative, using "scare tactics" to say the bill would cause more strikes and apply to non-union workplaces, both of which are untrue, he said.

Labor is pressing for health care reform because "costs are skyrocketing out of control," Donahue said. "Employers are shifting health costs to their workers and reducing their benefits. . . and the government is turning its back on those who need its help."



Steve Yarmola/AFL-CIO News

Among those appearing on the national teleconference were (from left): Legislative Representative Ernest DuBester, Legislative Director Robert McGlotten, AFL-CIO Secretary-Treasurer Thomas R. Donahue, Employee Benefits Director Karen Ignagni, and Employee Benefits Policy Associate Claudia Bradbury. Donahue served as the moderator for the two-hour nationwide telecast.

Karen Ignagni, the federation's director of employee benefits, outlined the nationwide union effort to bring about reform.

Labor must set the agenda for discussion of health care, Ignagni said. She and Claudia Bradbury, an employee benefits policy associate, outlined steps to get business involved in the effort.

They also urged state federations and central labor councils to begin organizing health care committees to educate members on the issue and to mobilize grassroots support for labor's goals of universal access to health care and cost containment.

In response to viewers' questions, Ignagni and McGlotten said the federation wants health care legislation that also addresses the problems of high overhead costs and long-term care.

As for Solidarity Day '91, Kirkland said the event gives organized labor the opportunity to repeat the success of the first Solidarity Day ten years ago. "Let's get a big turnout and demonstrate to this administration, this Congress and our employers that 'We Are One.' "

Solidarity Day coordinator and COPE director John Perkins outlined plans for the Aug. 31 march. Bumper stickers, decals and posters already have been sent to central body offices. Groups can order videos and other promotional materials, he said, by calling 1-800-LABOR-91.

Perkins and Solidarity Day transportation coordinator Vincent O'Brien and logistics coordinator Kevin Kistler outlined the plans for moving the massive number of people expected for the march.

In answer to phoned-in questions, Perkins and McGlotten said the Solidarity Day '91 march will be a show of labor's strength and have a impact on Congress.

Donahue told viewers that despite narrowly losing the fight on fast-track authority for a North American free trade agreement, labor "did succeed in raising concerns about. . . what its results would be. And we succeeded in making the administration aware that any agreement. . . is going to be fully examined by the Congress — fast track or not — and maybe that knowledge will keep the negotiators on their toes."

Video copies of the telecast are available at $10 each from the Labor Institute of Public Affairs, 815 16th St. N.W., Washington, D.C. 20006. Telephone 1-800-242-UNION. Reference: LVBS-017-V.

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The AFL-CIO's fight for legislation to ban the "permanent replacement" of striking workers is heating up, with a media campaign and grass-roots effort aimed at members of Congress.

1 ***Solidarity '91 urges public worker rights***
Public employees, who are denied the right to organize and bargain in many states, will make their voices heard on Solidarity Day '91, when union members urge freedom of association for all.

3 ***AFL-CIO seeks review of health cost systems***
The United States can learn much from other countries in its efforts to reform the nation's ailing health care system, AFL-CIO Vice President John J. Sweeney testifies.

4 ***Jobs, services at risk in budget battles***
In cities and states across the country, public workers face layoffs and public services are set for drastic cuts, as governors and state legislatures battle over their budgets.

6 ***Labor law loophole unsettles families***
In a growing number of cases, employers are unsettling families and communities by exploiting a loophole in federal labor law to "permanently replace" strikers.

9 ***Worker delegates fight move to undercut ILO***
The U.S. labor delegation to the International Labor Conference is working to block efforts by employer groups to weaken international labor standards, particularly the right to strike.

UNION YES

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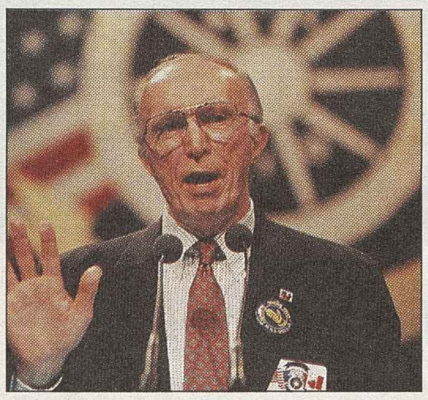

AFL-CIO Secretary-Treasurer Thomas R. Donahue speaks to the Teamsters Convention in Orlando, Fla. **Other convention news, Pages 4-5.**

AFL-CIO NEWS

VOLUME 36, NUMBER 14 JULY 8, 1991

Union members 'fired up' to win big on H.R. 5

Steve Yarmola/AFL-CIO News

Steelworkers President Lynn Williams addresses rally in front of the Swiss Embassy in Washington, D.C., in support of 1,700 Ravenswood Aluminum Corp. employees who were locked out and "permanently replaced." The marchers protested the business practices of Swiss-based commodities traders such as Willy Strothotte, who partially owns RAC, and fugitive Marc Rich, who is rumored to have links to RAC. The union wants both men to direct RAC management to return to the bargaining table.

Legislative campaign moves at grass roots

By Muriel H. Cooper

The drive to assure passage of H.R. 5 and S. 55, Workplace Fairness legislation, is percolating at the grass roots, as union members lined up during the July 4 recess to address the issue with their congressional representatives while they are at home.

"Everyone is in the process of trying to secure meetings," said Tommy Owens of the AFL-CIO's legislative department. "Our state AFL-CIOs are setting up individual meetings or town meetings. Everyone is fired up."

That enthusiasm has been bolstered by continuing support from community and religious groups, and the formation of additional coalition groups who are fighting for the legislation, in coordination with the AFL-CIO's Industrial Union Department.

The most recent endorsement comes from the Hispanic Leadership Committee for Workplace Fairness, which said the use of "permanent replacements" is "most devastating in that it denies full opportunity for the most disadvantaged

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Cries for trade union freedom ring around the world

SOLIDARITY DAY '91
WASHINGTON DC • AUGUST 31

By James B. Parks

Trade unionists from around the world will be represented in Washington on Solidarity Day '91 to proclaim that even as the winds of freedom sweep across the globe, much remains to be done.

In more than 70 countries, workers face the prospect of imprisonment, harassment or death for demanding fundamental worker rights.

Their presence in the march will spotlight the AFL-CIO's long commitment to freedom of association for workers in all countries, regardless of what ideology their particular tyrants practice.

A recent survey by the International Confederation of Free Trade Unions (ICFTU) puts the worker rights problem in perspective. Between January 1990 and this past March, 264 labor activists were killed around the world for trying to promote workers' rights, according to the survey. More than 2,400 trade unionists were detained or arrested for their activities.

"The story of freedom — and what it takes to get it — is not about glasnost or perestroika. It does not take place in the ministries or counting houses of the elite," said AFL-CIO President Lane Kirkland. "Rather, it is the story of ordinary working people courageously rising to their feet and demanding their fundamental rights. Freedom and democracy do not come from the sky, but from the ground."

A wide variety of visitors — including the emerging independent, democratic trade unions of Central and Eastern Europe — will take an honored place in the Solidarity Day '91 line of march.

The visitors will include Imre Palkovics, chairman of the Hungarian Workers Councils; Roman Kovac, chairman of the Czech and Slovak Trade Union Confederation; and recently released Cuban labor leader Ernesto Diaz Rodriquez.

Other organizations that plan to send delegations include the Polish Solidarnosc, the Beijing Autonomous Workers Union from China, the Chilean Democratic Trade Union, the Lithuanian

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AFL-CIO mortgage program opens door to home ownership

By James B. Parks

The AFL-CIO is opening the doors to home ownership for union members who are locked out of the housing market.

The federation's Union Privilege and the Federal Home Loan Mortgage Corp. (Freddie Mac) announced a program for first-time home buyers that includes lower down payments and ensures a secondary market for the fixed-rate mortgages originated through the program.

The program "represents a new thrust for the AFL-CIO," said federation Secretary-Treasurer Thomas R. Donahue. "It reflects our long term commitment to affordable housing and our determination to provide a wide range of services for our members."

The desire among union members for home ownership is strong, Donahue said. A survey by the American Affordable Housing Institute at Rutgers University showed that some 83 percent of union members who rent say that buying a home is either a very important priority or their top financial priority.

But the biggest obstacle to home ownership is that families cannot afford the down payment.

The program addresses that problem, Donahue said, by lowering the down payment to 5 percent of the purchase price rather than the standard 10 percent. The buyer only has to come up with 3 percent of the purchase price up front and the other 2 percent could come in an unsecured loan from the Amalgamated Bank of New York, the nation's oldest union-owned bank. The loan would be at the same rate and term as the mortgage.

The program also features lower closing costs or the borrower could choose a mortgage with no points as a slightly higher interest rate. The initial cost of the private mortgage insurance would be reduced by about 40 percent. The requirement that the buyer have a two-

Continued on Page 6

Strikebreaker ban gains ILO backing

Right to strike chilled by striker replacement

Geneva

The International Labor Organization's Governing Body found against the use of permanent replacements, almost a year after the AFL-CIO filed a complaint with the ILO's Committee on Freedom of Association.

"The right to strike is one of the essential means through which workers and their organizations may promote and defend their economic and social interests," the ILO said. "The Committee (on Freedom of Association) considers that this basic right is not really guaranteed when a worker who exercises it legally runs the risk of seeing his or her job taken up permanently by another worker, just as legally."

The ILO Governing Body said the hiring of permanent replacement workers "entails a risk of derogation from the right to strike, which may affect the free exercise of trade union rights."

In his presentation to the ILO, AFL-CIO European Representative Jim Baker argued that the practice "puts tremendous pressure on workers to accept unsatisfactory terms and conditions of employment, or vote to strike — which might mean not only losing the strike, the normal risk, but also losing jobs and union representation."

Baker based the AFL-CIO complaint on the fact the permanent replacement of strikers undermines freedom of association and collective bargaining at every stage in the process. The complaint made these points:

- There is no practical difference between discharge and permanent replacement because "protected, concerted activity is not in fact protected."
- The hiring of permanent replacements spread during the 1980s and, by placing the weight of law on one side, has increased conflict and undermined collective bargaining, including the loss of worker representation and rights.
- The strike has become, in many cases, an employer weapon to eliminate trade unions.
- The permanent replacement weapon is used against employees who want to form unions.

The U.S. government's response to the AFL-CIO complaint trotted out the same arguments being used against H.R. 5 and its Senate equivalent, S. 55. The government argued that the complaint takes one aspect of labor law "out of context" and attempts a "rush to judgment."

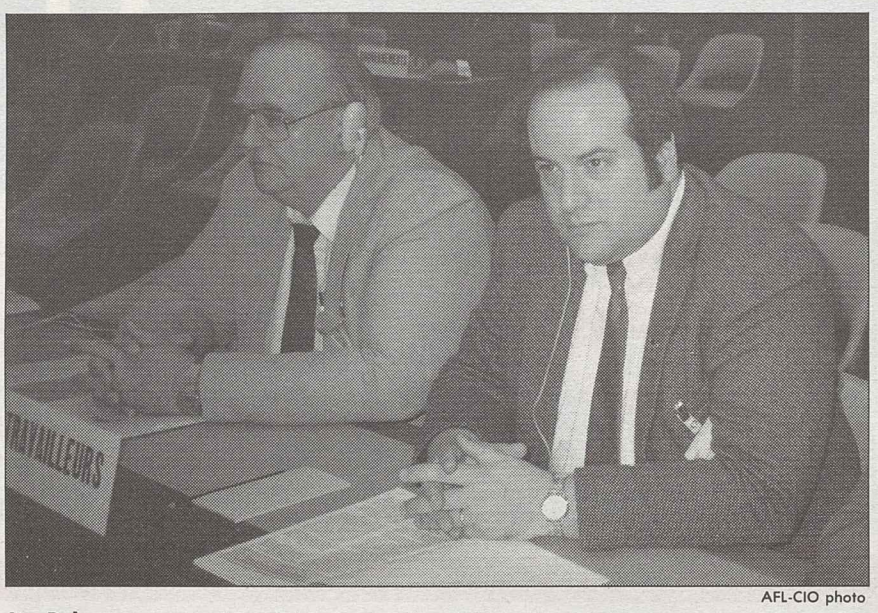
Baker praised the ILO's integrity in going ahead with the case even though the U.S. government "delayed its submission until the last possible minute" before the Governing Body met. The body dealt with the AFL-CIO complaint at its meeting just ahead of the ILO annual conference.

In arguing against a ban on permanent replacements because workers are adequately protected, the government said: "An employer who fails to reinstate such strikers at the conclusion of a strike is guilty of an unfair labor practice unless it can show 'legitimate and substantial justifications.' "

And what are "legitimate and substantial justifications" for not rehiring them? One is "the fact that the strikers' jobs are occupied by replacement workers."

The ILO rejected the U.S. government attempt to draw a distinction between the treatment of unfair labor practice strikers and economic strikers, "because that distinction obfuscates the real issue in the present context, i.e., whether U.S. labor law and jurisprudence (the so-called Mackay doctrine) are in conformity with the freedom of association principles."

On similar grounds, it put aside the question of whether the practice of hiring replacement workers increased substantially in recent years.



AFL-CIO photo

Jim Baker, U.S. worker delegate to the ILO, makes labor's case against permanent replacements. Left is Charles Gray, deputy U.S. worker delegate.

ILO convention for restaurant, hotel work set

By Steven Slezak

In a narrow, 17-vote margin over strong employer opposition, the International Labor Conference in Geneva adopted a convention on working conditions in hotels and restaurants.

The convention requires countries that ratify it to "adopt and apply . . . a policy designed to improve the working conditions" of hotel and restaurant employees to ensure that they "are not excluded from the scope of minimum standards adopted at the national level for workers in general." Ratifying nations are obliged to enact legislation, in accordance with national law and practice, that ensures "reasonable normal hours of work and overtime."

Other provisions of the convention call for reasonable time off between shifts; adequate notice on upcoming shift schedules; a base pay regardless of tips; annual leave with pay; and a prohibition on putting jobs in the industry up for sale.

In a vote that was almost as close — passing by 25 votes — the conference also passed what the ILO calls a "recommendation" which provides non-binding guidelines for putting the convention into effect. The recommendation says overtime can be compensated with premium pay for the overtime period, compensatory time off or higher base pay. It defines the necessary time off between shifts as 10 hours, along with a weekly uninterrupted rest period of 36 hours.

Ronald Graf of Germany served as the head of the workers group in this year's fight. He termed the employers' various parliamentary moves to block the action a "ruthless and radical attempt,"and praised the government representatives for refusing to be drawn in by the employers' arguments.

Graf said that working conditions and labor standards in the hotel and restaurant industry are even more vulnerable to employer exploitation because the industry employs disproportionate numbers of women and unskilled laborers.

The employer group, headed by an officer of the New Zealand employers' federation, engaged in such parliamentary devices in the committee as constant record votes and motions for recesses. The group also leaned heavily on employers from less developed countries (LDCs), arguing that the convention sets standards that are too high for LDCs.

The New Zealand worker delegate termed such attempts by employers to hide behind the LDCs as "complete hypocrisy."

American, Polish trades open training center

American and Polish unions dedicated the "Polish-American Building Crafts Training Center" in Warsaw June 20.

Speakers at the ceremony included Robert Georgine, president of the AFL-CIO Building and Construction Trades Department, Marian Krzaklewski, president of Solidarnosc, and U.S. Secretary of Labor Lynn Martin — representing the various sponsors of the joint program.

The center was created to train Polish workers in American construction techniques, focusing on the crafts of bricklaying, plumbing, iron work, electrical work and carpentry.

The building has workshops downstairs and classrooms upstairs for each of the five crafts, audio-visual equipment and a library. There are no women yet enrolled in the school, but the director of the facility is a woman.

Georgine said that in addition to work skills, the center will teach collective bargaining, dealing with management, and other essentials of democratic trade unionism. He called the program "small, but meaningful" and credited the efforts of Ray Robertson of the Iron Workers, who served as emcee for the ceremony.

Marian Krzaklewski, who succeeded Lech Walesa as the president of Solidarnosc, called the people of the United States "the true sponsors of this program." He praised the program as the best method of bringing affordable housing to Polish workers.

A brass plaque, in Polish and English, dedicates the center in the name of the AFL-CIO and an artist's rendering was displayed of the Lynn Martin/Robert Georgine Construction Skills Center, a new building to be completed on the site in September 1991.

Others representing the AFL-CIO and its affiliated unions at the ceremony were union presidents Marvin Boede of the Plumbers and Pipe Fitters, John T. Joyce of the Bricklayers and Jake West of Iron Workers along with Ken Edwards of the Electrical Workers and Dennis Scott of the Carpenters.

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LEGISLATION

H.R. 5 campaign hits on all fronts

Continued from Page 1
Americans, Hispanics, women and people of color.''

''We ask that the Hispanic community, religious, political and labor and business organizations pass resolutions endorsing the Workplace Fairness legislation,'' the committee said.

Congressional supporters of the House legislation, introduced by Rep. William Clay (D-Mo.), will be pressing the fence-sitters as well. The top two House leaders, Speaker Thomas Foley (D-Wash.) and Majority Leader Richard Gephardt (D-Mo.), have vowed to make H.R. 5 the focus of their activities between now and the vote on the House floor, expected in Mid-July.

Movers and shakers

And Rep. David Nagle (D-Iowa) is coordinating activities among House members to address caucus meetings, prayer breakfasts and other gatherings of his colleagues on the importance of the legislation.

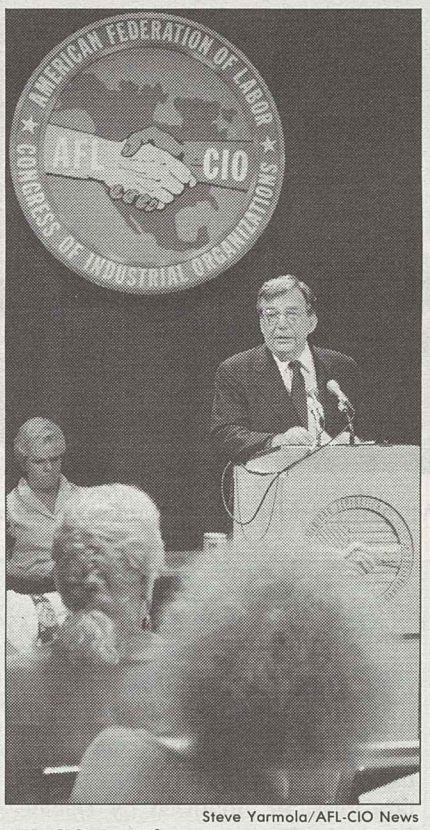
In remarks on the House floor June 26, Nagle castigated President Bush for announcing that he will veto H.R. 5. He said that employers are taking advantage of a loophole in labor law just as they take advantage of loopholes in the tax laws.

''Major corporations are making war against white- and blue-collar workers, their families and the communities where they live,'' Nagle said in urging Bush to reconsider his plan for a veto.

The Senate version, S. 55, was passed out of committee but is not expected to come up for a vote on the floor until after the August recess. The Senate bill, introduced by Sen. Howard Metzenbaum (D-Ohio), now has 32 cosponsors. The House bill has 211 cosponsors.

To maximize the vote in the face of the Bush veto threat, radio and television ads are being aired from now until the vote in the House. The ads currently are being heard in 20 key Southern, Southwestern and Mid-Atlantic states — states with the most uncommitted legislators.

Using the theme, ''It's an American tragedy,'' the ads describe how thousands of hard-working families are losing everything...their jobs...their health care...their pensions...just for standing up for their rights.



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland announces stepped-up media campaign for H.R. 5 and S. 55 at a news conference in Washington.

Labor also is taking its message to radio news shows, television talk shows and newspaper advertisement, all promoting the fact that ''working Americans are fighting to protect their families and yours. Companies are going back on their word...trying to cut wages and health care, even for retired workers. When workers resist by going on strike...the companies permanently replace them....They take their jobs away.''

The AFL-CIO has provided more than 600 newspaper editorial page editors across the country with fact sheets answering some of the major questions reporters and editorial writers have on H.R. 5 and S. 55, which invariably relate to distortions about the bill from opponents.

Media outlets also are receiving profiles of workers who were ''permanently replaced,'' and case studies of how communities are being torn apart by the decision by unscrupulous employers to take advantage of a loophole in the law that allows them to get rid of their union workforces.

The mail-in campaign rounds out the grass-roots effort. Congress will receive more than a million postcards and mailgrams from throughout the nation, all asking for their endorsement of the bill.

Allies blanket South

The IUD, which did much of the heavy lifting in preparing the congressional campaign last year, is reaping additional support among allied groups around the country and particularly in the South.

In Arkansas, Tennessee and Alabama, interfaith coalitions have sprung up in response to the threat to workers rights.

In Kentucky and Georgia, coalitions of civil rights and social justice groups also have formed committees to insist that workers have the fundamental right to strike without the fear of being ''permanently replaced.''

''We're not making war against management, but we want to bring legislators the need to restore something that was insured earlier,'' said Knoxville United Methodist Bishop Clay Lee.

The point is being made that this employer assault on workers' rights is also an incursion of the democratic rights of all.

''It's a question of respect and acknowledging human dignity,'' added Bishop Anthony O'Connell, of the Knoxville Roman Catholic Diocese. ''The Second Vatican Council had something to say — that among the fundamental rights of the individual are the right to organize, to strive to arrive at a peaceful discussion through collective bargaining, and the strike remains a necessary tool.''

AFL-CIO renews call for civil rights bill

By James B. Parks

The AFL-CIO reaffirmed its support of the Civil Rights Act of 1991 and called for a renewed battle for economic justice for all.

The call came in a statement commemorating the 50th anniversary of the landmark Executive Order 8802 banning discrimination in federal and defense hiring.

A. Philip Randolph, president of the Sleeping Car Porters, persuaded President Franklin D. Roosevelt on June 25, 1941, to sign the order in exchange for calling off a scheduled march on Washington by 100,000 black citizens demanding their fundamental rights.

The federation statement noted that it was the possibility of mass public action that prompted Roosevelt to take action to protect the rights of all Americans.

As an AFL-CIO Vice President, Randolph inspired and helped plan the 1963 March on Washington that led to passage of the 1964 Civil Rights Act.

''Today, in the wake of regressive Supreme Court decisions, that 1964 law needs to be strengthened. The AFL-CIO reiterates its strong support for the Civil Rights Act of 1991. In memory of Mr. Randolph, we renew our commitment to the struggle for full racial equality and economic justice for all,'' the statement said.

The retirement of Thurgood Marshall from the Supreme Court will make the effort to gain equality more difficult, the federation said.

Marshall's ''compassion and tenacity led him to become one of the court's most consistent voices for working people, the poor and the dispossessed,'' the AFL-CIO said in a statement.

''With his resignation, America stands to lose that voice at a time when such a loss is particularly grievous,'' the statement said.

In marking the 50th anniversary of Roosevelt's order. Norman A. Hill, president of the A. Philip Randolph Institute, said it is important to pass the strongest possible civil rights bill this year.

The House passed H.R. 1, the Civil Rights Act of 1991. The Senate has not taken up the bill.

After the bill passes, Hill said, ''we must move on to a broader agenda of human needs and economic justice in America. After we have challenged the immediate and blatant barriers of workplace discrimination, we must challenge the subtler and more complex shackles on economic opportunity and worker dignity in America.''

''This means we must now tackle the historically unequal access to education for American minorities and the difficulty of union organizing in the disproportionately minority and female service sector,'' Hill said.

Capitol Digest

The House ignored a veto threat and passed a spending bill that includes an unemployment insurance reserve fund to pay for increased administrative costs when jobless rates climb.

The provision, long sought by organized labor, was part of the Labor, Health and Human Services and Education appropriations bill that passed 353-74.

Faced in the past several years with a growing number of jobless workers, many states also have been forced to close unemployment offices and lay off state workers who staffed those offices. The reserve fund will help keep state unemployment offices open, preventing delays in processing claims and distributing benefits.

The bill contains a trigger that would automatically increase the level of administrative funding when the unemployment rate increases. Based on that provision alone, the Office of Management and Budget said it would recommend a presidential veto of the appropriations.

In other action on Capitol Hill:

BANKING — The House Banking Committee, at the urging of the AFL-CIO, reinstated ''pass-through'' insurance protection for workers' pension plans as part of a sweeping banking reform bill.

The Bush administration proposed dropping the protection, which provides up to $100,000 of insurance for each participant in a pension plan when the plan invests its money in banks.

CHINA TRADE — The AFL-CIO, which is backing House and Senate resolutions that would deny most-favored-nation trade status for China, also endorsed legislation that would set strong human rights conditions if China's MFN is continued. H. J. Res 263 and S. J. Res. 153 would deny President Bush's request for MFN extension.

''The behavior of the Chinese government in denying its citizens the most elementary freedom and its repression of workers and students are reason enough for MFN denial,'' said AFL-CIO Legislative Director Robert M. McGlotten. ''However, the Chinese use of forced labor to manufacture export products for the United States and the sale of nuclear equipment and missiles to the Third World are additional reasons to deny MFN.''

Senate Majority Leader George Mitchell (D-Maine) introduced S. 1367, which sets strong conditions for a continuation of China's MFN status. The bill requires that, within a year, political prisoners be released and prison labor exports halted, along with missile and nuclear technology exports to the Third World. It also requires a show of progress on individual liberties, including freedom of association and other rights.

The House and Senate are expected to take up MFN legislation after the July 4 recess.

UNION NEWS

Defiant Teamsters chart new course for future

By Michael Byrne
Orlando, Fla.

Delegates to the Teamsters' 24th convention repeatedly rejected the terms of a government consent decree agreement even as they acknowledged that they, the democratically elected representatives of their locals and joint councils, were powerless to change the ongoing process.

Nevertheless, the delegates spent the week amending their constitution to fashion their own rules in the future, often in defiance of the government decree. While the Supreme Court, in the week before the convention, allowed the consent decree to go forward, the delegates left no doubt that the Teamsters would fight the government intrusion at every legal turn.

Even so, the delegates embraced many of the democratic reforms contained in the agreement, transforming the union's governing body into a full-fledged political convention. The delegates, elected by the rank and file under the consent decree, nominated candidates for president, secretary-treasurer and the executive board, who will face a general election by the membership in December. (See story, at right).

Bill Burke/Page One Photography

Retiring Teamsters President William McCarthy addresses the union's convention in Orlando, Fla.

AFL-CIO opposes trusteeship

The government's domination of the process prompted AFL-CIO Secretary-Treasurer Thomas R. Donahue to accuse the government of overstepping its bounds.

"When law enforcement agencies act in a manner consistent with due process, and when they even treat trade unionists as if we are entitled to the equal protection of the laws, then their efforts to protect the millions of honest trade union members from the few lawbreakers who would seek to corrupt our organizations, then those efforts are all to the good," Donahue said.

"But when the government uses law enforcement as a cloak to try to run our unions, to dictate the process and choose the procedures by which union members and convention delegates run their organization, at that point we draw the line," he said.

The AFL-CIO has steadfastly opposed the concept of government trusteeship over any element of the free trade union movement, and has criticized the Racketeer Influenced and Corrupt Organizations Act upon which the case against the Teamsters was built.

AFL-CIO President Lane Kirkland told reporters in February that the latitude and discretion allowed under RICO is dangerous. "It's the kind of legislation that the Gestapo or security services of any totalitarian country . . . would regard as a perfect sort of mask or cover for anything they wanted to do."

AFL-CIO Vice President Robert A. Georgine, who also addressed the convention, asked rhetorically, "Do North Americans want to see government exert control — not just interference, but control — over a private institution in a free society?"

Georgine, president of the Building and Construction Trades Department, wondered "about a hidden agenda for removal of unions as an effective voice for working people."

In anguished and rousing speeches, delegate after delegate assailed the consent decree as an undemocratic intrusion of the federal government into the conduct of a free trade union.

"This agreement has allowed the government to occupy our international union and many locals and joint councils like a conquering army for the last two years," said Chuck Mack, president of Joint Council 7 in the San Francisco bay area.

Other guest speakers agreed. Rep. William Clay (D-Mo.) charged that "the tyranny of government in placing your union in trusteeship and usurping the right of your members to decide their own destiny is the highest form of tyranny."

The agreement, signed by the union's executive board in 1989 to settle a federal suit brought under the RICO Act, obliges the union to:

- Provide for a direct election by the rank and file of the principal officers of the union, and of the delegates to the convention. All nominees and delegates may be challenged by a court-appointed election officer.
- Provide budget and support, until the end of the election process, for a court-appointed administrator, who would oversee the day-to-day operations of the union; the election officer, who would run the entire election process; and an independent investigator, who has blanket authority to look for corruption anywhere in the IBT.
- Establish a three-member review board after the election, including an appointee by the U.S. Justice Department, to investigate any charges or claims of corruption from members, and to continue indefinitely.

The delegates passed resolutions covering a broad range of issues, including the establishment of a standing Ethics Review Committee, "which will have final and binding authority to render decisions to ensure the strengthening of the democratic procedures and special procedures within the union as they affect the rights and privileges of individual members and subordinate bodies."

In defiance of the government, the resolution declared that "all affiliates oppose the government intervention into the affairs of the International Brotherhood of Teamsters, and resolve to rid ourselves of the government's undemocratic actions."

The delegates also resolved to join other union members in a march on Washington Aug. 31, Solidarity Day '91, to urge passage of health care reform, legislation to ban striker replacements, and to demonstrate for freedom of association — the latter goal made more urgent by the circumstances of the convention.

Donahue issued a personal invitation to the delegates to march with their fellow unionists in Washington, noting that the federation had been strengthened by the Teamsters' reaffiliation in 1987, and that trade union solidarity could help the union overcome its current problems.

He cautioned the delegates, polarized in three political camps, to make the best of the democratic reforms by conducting constructive campaigns and by quickly closing ranks behind the elected leaders.

"Pledge to yourselves to go on from here with a new determination to reclaim this union and all of its parts, reclaim it from the government and reclaim it from anybody who ever abuses the trust of the members in the future," Donahue said.

Other speakers included Sen. Tom Harkin (D-Iowa); Bernard DeLury, director of the Federal Mediation and Conciliation Service; and William Brock, former secretary of labor.

Durham, Shea, Carey in race for IBT presidency

Orlando, Fla.

Delegates to the Teamsters' 24th convention nominated three candidates for each of the offices of president and secretary-treasurer and 54 candidates for 15 vice president seats on the union's executive board. All will stand for election in a December membership ballot.

The nominating procedure, supervised by the government under a consent agreement that settled a federal suit, included the election of two Canadian vice presidents — elected by the delegates because they are outside the jurisdiction of U.S. courts — and three trustees, who also sit on the union's executive board.

Nominated to run for president were Vice President R.V. Durham, who received 1,001 of the 1,888 convention delegate votes cast; Vice President Walter Shea, also a vice president of the AFL-CIO Transportation Trades Department, who received 574 votes; and New York United Parcel Service local President Ron Carey, who gathered 289 votes.

Harold Leu, who teamed with Durham, received 984 votes for secretary-treasurer, followed by Daniel Ligurotis, Shea's running-mate, with 615 votes, and Tom Sever, slated with Carey, with 272 votes.

Elected as trustees were Bob Simpson (1,076 votes), Ben Leal (1,013) and Robert DeRusha (973). All three ran as part of Durham's "unity team."

Canadian vice presidents elected were Louis Lacroix and Charles Thibault. That election followed convention action to establish a second Canadian seat on the executive board. The government's election officer approved that addition, but turned down a proposal to add a third vice president to the union's western conference.

Convention officials estimated that between 80 and 85 percent of the delegates to the 1991 convention were elected officers who would have been delegates to the convention without federal involvement. Teamster members, voting under government supervised elections for convention delegates, thus voted overwhelmingly for their local leadership.

Complaining that the government's delegate-election process was costly and inefficient, the delegates approved an amendment to the constitution allowing elected union officers to automatically qualify as delegates to the convention.

That amendment, like many others approved by the convention but disapproved by the government, will face court tests before final resolution. The same fate awaits a convention action to expand the nomination procedure to allow candidates for all offices elected at the convention to run if they submit petitions with signatures of 5 percent of the membership they would serve.

—Michael Byrne

Bud Federici/Affiliated Graphics

CWA President Morton Bahr outlines goals for bargaining with the telecommunications industry.

CWA disinvites Martin, warns AT&T

By Candice Johnson
San Francisco

Demonstrating the depth of labor's feeling against the "permanent replacement" of strikers, delegates to the Communications Workers' convention touched off actions that resulted in the withdrawal of an invitation to Labor Secretary Lynn Martin to address them.

After endorsing a resolution that called striker replacement legislation the CWA's top priority in the 102nd Congress, delegates voted to protest the labor secretary's visit the next day because she said she would recommend that President Bush veto the legislation. Martin's office then was advised of the convention action and the invitation was withdrawn.

Martin called a news conference to reiterate the administration's opposition to changing U.S. labor law, claiming there is no problem because the law already prohibits permanently replacing workers involved in unfair labor practice strikes.

Martin did not address the fact that economic strikers have no such protection, or that at such companies as Greyhound Lines Inc., workers were "permanently replaced" more than a year ago while the National Labor Relations Board continues to investigate unfair labor practice charges.

CWA President Morton Bahr and convention delegates also sent a strong message to AT&T and other telecommunications industry employers that job shifting to non-union divisions, contracting out and other actions resulting in job loss will not be tolerated.

"Our employers are buying other companies whose top managers publicly brag about their non-union status and pledge to fight CWA in order to continue the exploitation of their workers," Bahr said, referring to AT&T's buyout of National Cash Register.

"If the transfer of our work to NCR results in the layoff of a single CWA technician, we will do whatever is in our power to see that AT&T loses its computer customers — and we will not relent until that customer base is totally eroded," Bahr told delegates.

Next year's bargaining in the telecommunications industry must become a campaign to "reunionize our work, to take back our work and our jobs," he said.

Wall to wall

To achieve this, telecommunications employers must become "CWA — Wall to Wall," with CWA recognized "for all employees in a company who can legally belong to the union — no exceptions, no excuses," Bahr said.

He urged the 2,800 delegates, alternates and guests to take on that mission and to inspire local union members in the fight for union jobs.

Delegates heard from workers involved in tough organizing campaigns at Sprint, AT&T/Paradyne and Buffalo's Mercy Hospital, where registered nurses voted 276-70 for CWA after a narrow first election loss and a two-year organizing drive.

CWA's organizing network — which calls on member local unions to organize at least 100 new members — is working to bring union representation to health care workers in New Jersey, taxi drivers in San Francisco and Orlando, Fla., public employees in New Mexico and telephone operators in Indiana, and is reaching out to workers in printing, pharmaceutical, telecommunications and other industries, said Larry Cohen, director of organization.

Delegates called for increased membership mobilization to win national health care reform, noting that while "we will support incremental steps" toward a national health care system, "a single-payer social insurance system will best serve the interests of all Americans by guaranteeing universal access to a universal level of care."

The convention also heard from Lu Jinghua, a member of the Workers Autonomous Federation, who set up a broadcast station at Tiananmen Square to spread the WAF's message just before the Chinese government's massacre of workers and students.

"We wanted the rights to speak our own feelings, to speak out against oppression and to represent ourselves," Lu said. But two years later, WAF members are still in prison and "their treatment by the Chinese government is an humiliation to workers all over the world," she declared.

In other action, the convention expanded the role of CWA's committees on equity and women's activities and elected negotiators for next year's bargaining with AT&T and the regional Bell companies.

Speakers included CWA President emeritus Glenn E. Watts, Farm Workers President Cesar Chavez, General-Secretary Philip Bowyer of the Postal, Telegraph and Telephone International, AFL-CIO Legislative Director Robert McGlotten, John Henning of the California AFL-CIO, Mayor Art Agnos, and Elizabeth Glaser, who heads the Pediatric AIDS Foundation.

Musicians vote fiscal repairs, elect Massagli

Las Vegas

Mark Tully Massagli was elected president of the Musicians at the AFM's 89th convention, which also mandated greater membership services and sweeping fiscal reforms designed to strengthen the union.

Massagli, 56, fills the post held since 1987 by J. Martin Emerson, who declined to run for re-election after serving 47 years as a local and international union officer.

Massagli, an AFM vice president since 1984 and president of Las Vegas Local 369 since 1979, defeated Richard Q. Totusek, an executive board member who heads the Spokane, Wash., local. The vote was 682-561.

Massagli told delegates, "In addressing the financial needs of the federation, this convention has given us the tools necessary to rebuild our union and to work toward insuring its future and improving services to professional musicians."

Steve Young, an executive board member and president of Boston Local 9-535, won the race for vice president, beating Eugene Frey, another executive board member who is president of Cincinnati Local 1. That vote was 768-473.

Incumbent Secretary-Treasurer Stephen Sprague was elected to his first full-term in office, besting Tim Shea, president of Local 389 in Orlando, Fla., in a 724-517 vote.

Ray Petch, secretary of Calgary, Alberta, Local 547, will fill the post of vice president from Canada, an office that since its creation in 1967 had been held by J. Alan Wood, who did not seek re-election.

Seventeen candidates contended for the five remaining seats on the international executive board. Those elected are: Ken Shirk, vice president of Portland, Ore., Local 99; incumbent Raymond Hair, president of Ft. Worth, Texas, Local 72; Sam Folio, president of Reno, Nev., Local 368, Tom Bailey, president of Charleston, W.Va., Local 136; and Tom Lee, secretary of Washington, D.C., Local 161-710.

Responding to the need to improve member services and erase a $1.4-million deficit incurred in the past two years, delegates established an initiation fee of $40 and increased the annual per capita paid by locals to the federation from $12 to $32 in 1992 and to $36 in 1993. For honorary or life members, annual per capita will be $22 in 1992 and $24 in 1993.

The convention also voted to reform the union's work dues structure, whereby locals no longer will pay the federation a share of any work dues collected on casual work and work under locally bargained contracts.

The share of work dues payable to the AFM for work performed under federation-negotiated agreements in the electronic media area was increased to 0.75 percent. Work dues under AFM agreements covering touring employment will be 3 percent, with 2.5 percent retained by the federation.

Delegates mandated minimum levels of service that each of the 452 locals is required to provide. In other actions, the convention:

- Accepted a recommendation from the AFM executive board that the compensation of all elected officers and board members be reduced by up to 14 percent.
- Reduced their own per diem convention allowances from $50 to $30.

Unions gain tentative pact with GE for 64,000

By Arlee C. Green

Unions representing 64,000 workers reached a tentative pattern-setting settlement with General Electric Co. on new three-year contracts that would improve wages, medical coverage and pension benefits. Union members will vote on the packages on July 10.

Fourteen unions, negotiating jointly as the Coordinated Bargaining Committee of GE-Westinghouse Unions, bargained with GE for five weeks, agreeing to the proposed package just hours after the old contracts had expired.

The Electronic Workers, representing 37,000 of the 64,000 GE workers, and the unaffiliated United Electrical Workers, representing 6,700, each bargain national contracts with GE. The remaining 21,500 — members of 10 other unions — bargain local contracts.

On July 1, the CBC-GE negotiating committee unanimously recommended the package, and the conference boards of the five largest unions at GE — IUE, UE, UAW, Machinists and Electrical Workers — followed suit the same day, all agreeing to recommended it to their members.

The CBC will begin bargaining with Westinghouse Electric Corp. in Pittsburgh on July 23, to replace agreements that will expire on Aug. 25. Those contracts cover 16,000 workers.

Wages were a key issue for GE workers, who had lost out significantly to inflation during the 1980s when they were saddled with series of lump-sum payments and no general scale increases.

The accord provides for a 3.5 percent pay increase the first year, and 2.25 percent increases in the final two.

In addition, the cost-of-living formula was modified to more accurately reflect the amounts lost to inflation. Six semi-annual cost-of-living adjustments will be paid, with the first 3.5 cents of COLA being diverted to pay for employees' contributions to medical care coverage. COLA for 1991 will be 1 cent per hour for each 0.15 point rise in the consumer price index. For the following two years, COLA will be 1 cent for each 0.125 point increase in the index.

Contracting out is a key job security issue for GE workers and while the company is strongly opposed to limiting its ability to contract out work, it agreed to meet and bargain with the unions regarding plant closing, transfer of work and subcontracting decisions.

ECONOMY

Unionized workers profit from decided advantage

By John R. Oravec

The value of a union card continues to pay off in dollars and cents as well as benefits — especially for blue-collar workers.

Union workers hold a wide advantage in total compensation over non-union employees, ranging from $5.20 to $8.71 more an hour, according to data compiled in March by the Bureau of Labor Statistics and released in June.

Taking into account all workers in private industry, the union scale is 35 percent higher, the BLS figures show. For blue-collar workers, the union edge is 70 percent.

On the average, union workers earned $19.77 an hour in pay and benefits, compared with $14.57 for non-union workers. That is an advantage of $5.20 an hour, or $208 on a 40-hour week and $10,816 for a year.

For blue-collar workers, the union advantage works out to $8.72 an hour, BLS reported. Total compensation for union workers was $21.12 an hour while non-union workers received $12.40. Computed for a 40-hour week, union membership is worth an additional $349. For the year, that translates into an $18,138 advantage over the non-union blue-collar worker.

"In an economic sense, that makes union dues the best investment a worker can make," AFL-CIO economist John Zalusky said. "It's not only an investment in the context of a return for the hours worked, but it also provides a better level of health care for the worker and his family."

Zalusky noted that the union advantage would be even bigger if high-paid executives, including CEOs, weren't included in the non-union figures.

A union member receives almost twice as much in family benefits as the non-union counterpart, Zalusky pointed out.

Overall, employee compensation in private industry averaged $15.40 an hour in March. Wages and salaries constituted 72.3 percent of the total compensation, or $11.13 an hour. Benefits made up the remaining 27.7 percent of the total, or $4.27.

Among occupational categories, BLS said employers' average compensation costs were higher for white-collar workers at $18.15 an hour than for blue-collar workers at $15.15 and service workers at $7.82.

Except for some managerial, professional and administrative jobs, union workers fared far better on the pay scales. They were also better-paid in most industry categories.

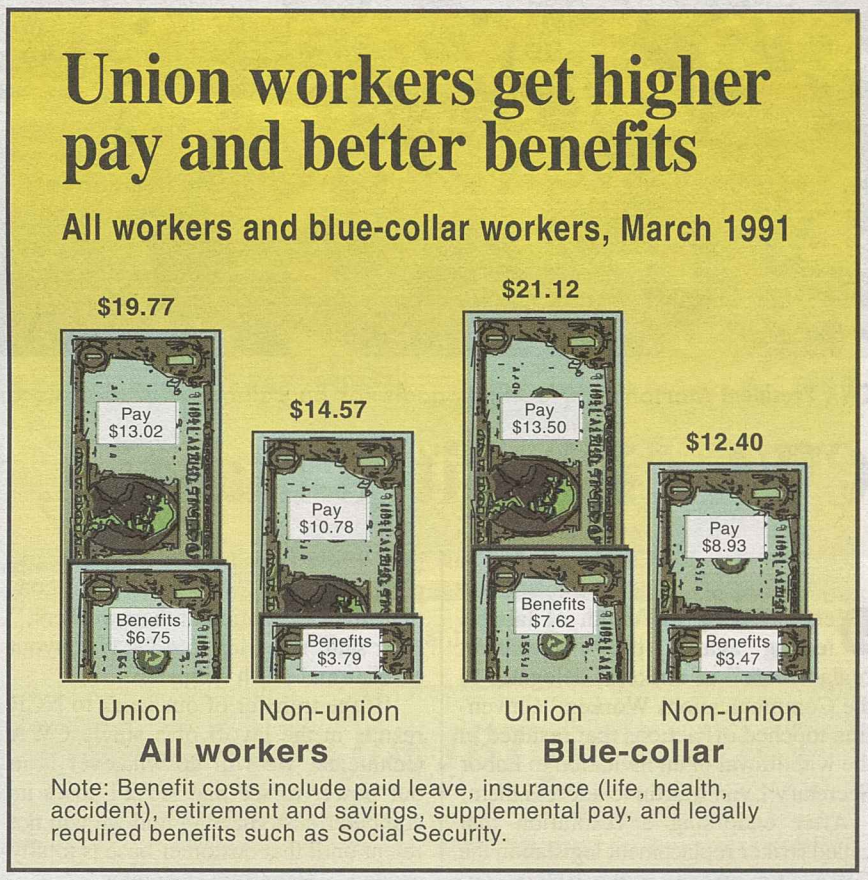
In straight wages and salaries, union workers earned an average of $13.02 an hour, compared with $10.78 an hour for non-union employees. In goods-producing industries, union pay was $13.85 an hour, compared with $12.29 for non-union. In service-producing industries, the union rate was $12.41, compared with $10.32 for non-union.

A big edge for union workers is in benefits, which accounted for 34 percent of total compensation and just 26 percent for non-union workers.

For all union workers, the benefits package averaged $6.75 an hour: $1.43 for paid leave; 69 cents for supplemental pay; $1.78 for insurance; 87 cents for retirement and savings; $1.93 for legally required benefits, including social security, workers' compensation and unemployment insurance; and 5 cents for other benefits.

Non-union employers paid out an average of just $3.79 an hour in benefits — a little more than half of what union employers provided. Their benefits package included 98 cents for paid leave; 29 cents for supplemental pay; 86 cents for insurance; 36 cents for retirement and savings; $1.30 for legally required benefits; 1 cent or less for other benefits.

BLS found that overall employer compensation costs rose 2.9 percent from March 1990, even though the bureau's employment cost index (ECI) showed a 4.4-percent rise over the same period.



Source: Bureau of Labor Statistics

The two surveys represent different ways of calculating changes in employer costs, BLS said, but noted that the gap between the two measures is larger than ever.

The quarterly ECI data are used to show changes in compensation rates without the influence of employment shifts, BLS said. The smaller 2.9-percent increase suggests movement toward lower-paying jobs because of the recession. But the downturn also could cut another way, resulting from less-senior and lower-paid employees being laid off first.

Overall compensation costs varied by region, ranging from $17.56 in the Northeast to $13.68 in the South. There also were wide variations in total compensation among occupations, ranging from $25.30 an hour in aircraft manufacturing to $7.66 an hour for service workers in nonmanufacturing industries.

In other economic reports:

- The Treasury Department reported that the federal government ran up a record deficit of $53.35 billion in May, widening the deficit for the first eight months of fiscal year 1991 to $175 billion, up sharply from the $151.5 billion for same period a year-ago. Revenues in May totaled $63.6 billion, including payments of $5.8 billion from allies to help pay for the Persian Gulf war, and were about $6 billion below May 1990.
- A 1.1-percent rise in consumer spending in May was offset by a 3.6 percent dropoff in the consumer savings rate, the fourth decline since January, the Commerce Department reported.
- Durable goods orders rose 3.8 percent in May, following a 3.6-percent gain in April. Despite the back-to-back advances, the Commerce Department reported that new factory orders for the "big ticket" items were still running 6.1 percent below May 1990.
- Bankruptcy filings jumped by 26 percent in first quarter to 230,723, the American Bankruptcy Institute reported. The institute expects bankruptcies to increase in coming months and the number is likely to be 30 percent above last year.

AFL-CIO mortgage plan opens doors to home ownership

Continued from Page 1

month cash reserve is also waived, again lowering the up front money needed.

The mortgage plan has more liberal approval criteria, allowing union members to spend 33 percent of their income on housing. Most lenders limit that amount to 28 percent.

Leland C. Brendsel, chairman and CEO of Freddie Mac, said the corporation has agreed to purchase $50 million worth of mortgages originating in the program, enough to help about 1,000 union members.

To be eligible for the loan, borrowers must be members in good standing for three years of one of the 41 affiliated unions that have joined the program. To qualify for the more liberal underwriting, the buyer must be a member of the union for one year.

To guarantee that the program assists the low- and moderate-income union families, the borrower's income cannot exceed 115 percent of the median income in the area where the borrower lives as listed by the U.S. Department of Housing and Urban Development.

Union members will get strike protection at no additional cost. There also is an unemployment assistance plan.

PHH US Mortgage Corp. will administer the program. GE Capital Mortgage Insurance Corp. will insure the mortgages and CIGNA Direct Marketing Division will market the program.

The first-time home buyers program is part of Union Privilege's Union Member Mortgage Program, which also offers low-interest mortgages for families who are not first-time buyers. Those mortgages, however, do not have the 3 percent and 2 percent split and are not backed by Freddie Mac.

Union Privilege President David Silberman said the group also plans to train union negotiators to bargain for employer-assisted housing as part of future contract talks.

Steve Yarmola/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue explains mortgage program. At right is Union Privilege President David Silberman.

For information on any of the mortgage programs, union members should call Union Privilege at 202/842-3500.

Steve Yarmola/AFL-CIO News

Members of the AFL-CIO Asian/Pacific support group steering committee include, from left: Art Takei, acting executive director of the group; Mike Gildea of the Department of Organization and Field Services; Jay Mazur, president of the Ladies' Garment Workers; Susan Cowell, ILGWU vice president; and Joseph Shantz, AFL-CIO organizing director.

Asian-American support group gets leaders, makes plans

The AFL-CIO moved another step toward a support group for Asian/Pacific Americans by electing officers, naming an interim executive director and mapping plans for a 1992 founding convention during a steering committee meeting in Washington.

Jay Mazur, president of the Ladies' Garment Workers and chairman of the AFL-CIO Executive Council committee assisting the group, told the 32-member steering committee that the AFL-CIO sought a structure that "recognizes the diversity of our Asian union members and creates an opportunity for self-expression."

The support group steering committee comprises members from 17 AFL-CIO affiliated unions and seven national backgrounds.

The steering committee elected Katie Quan of the ILGWU as chair and chose Art Takei, retired vice president of a Food and Commercial Workers local, as acting executive director. Kent Wong and Marian Thom of the Teachers and Russell Okata of AFSCME were elected vice chairs and Mike Gildea of the Department of Organization and Field Services will serve as AFL-CIO staff liaison. The group formed three committees and mapped plans to continue recruiting trade unionists to participate.

The goal is for Asian trade unionists and retirees to have an organization like the other AFL-CIO support groups: the A. Philip Randolph Institute among blacks; Frontlash for young trade unionists; the Labor Council for Latin American Advancement (LCLAA), the National Council of Senior Citizens and the Coalition of Labor Union Women (CLUW).

Mazur noted to the meeting — the first of three planned for the steering group — that the 1990 census indicates that 10 million Asian-Americans will reside in the United States by the year 2000. Totals for the Asian/Pacific Americans doubled to 7.2 million during the 1980s and in calling for the creation of the support group, the AFL-CIO Executive Council estimated that almost 250,000 are now members of AFL-CIO unions.

The group plans to meet again in Washington during the weekend of Solidarity Day '91 to continue work on a governing constitution and a 1992 founding convention. The group listed its purposes as leadership training and labor education on the the principles of trade unions; an advocacy forum to defend and advance the civil and human rights of Asian/Pacific Americans, immigrants, and other minorities and development of a voter registration and political action arm among Asian/Pacific Americans.

After 7 years, Boilermakers get $5.4 million in back pay

Some 1,310 current and former employees of Lehigh Portland Cement Co. last month received back pay settlement checks totalling $5.4 million.

The back pay stems from a 1987 NLRB ruling that Lehigh had illegally implemented contract proposals without first bargaining to an impasse with the Boilermakers, which represented the workers.

"The members are real pleased," said Boilermakers Vice President Henry Bechtholdt. "The vast majority are real happy that it's settled and they got their checks."

The checks, which averaged $3,902, were distributed by the National Labor Relations Board. The highest claim of $5,284.99 went to 651 of the workers.

"The union insisted that those workers who had died and those who had quit got their money too," Bechtholdt said. "In several cases, the money went to estates."

The case began in 1984 when the Boilermakers struck nine Lehigh plants over contract negotiations. The union agreed to return to work, but the company implemented its contract proposals as soon as the workers returned, Bechtholdt said.

The union and Lehigh negotiated a new contract in 1988. The back pay period covers 1984-1988.

Bechtholdt said that contract has now expired and new contract negotiations have begun.

Of the $5.4 million, $400,000 represents interest from March 28, 1990, the date the NLRB received a $5 million check from the company. It took a year to obtain the names and addresses of the affected employees from the union and Lehigh, Bechtholdt said.

The employees worked at Lehigh plants in Cementon, N.Y.; Union Bridge, Md.; Leeds, Ala.; Mitchell, Ind.; Mason City, Iowa; Waco, Tex.; Independence, Kan.; Metaline Falls, Wash.; and York, Pa.

Lehigh has sold the Independence plant, but the affected workers there still will receive their share of the settlement, Bechtholdt said.

Theodore Bikel has been re-elected to a second two-year term as president of the Actors and Artistes, the international union associated with the various performer unions. Also elected at the union's 15th biennial convention on June 20 were: **Kendall Orsatti** of the Screen Actors, first vice president; **Thomas Jamerson** of the Musical Artists, second vice president; **Bruce York** of the Television and Radio Artists, third vice president; **Rod McKuen** of the Variety Artists, fourth vice president; **Seymour Rexite** of the Hebrew Actors Union, fifth vice president; **Willard Swire** of Actors' Equity, treasurer; and **John C. Hall** of AFTRA, executive secretary.

UAW President **Owen Bieber,** in an address to the Third National Congress of the National Union of Metalworkers of South Africa (NUMSA), declared the words "justice" and "South Africa" will never go together until the apartheid is abolished.

The UAW leader noted that 70 percent of South Africa's wealth is controlled by six corporations, that 5 percent of the population own 80 percent of the personal wealth and that whites, representing just 14 percent of the population, earn 65 percent of the monthly wages. Bieber is co-chairman of the Shell Boycott Committee, along with Mine Workers President **Richard Trumka**. The committee is pressuring Shell Oil Co. to end its role as a key supplier of oil to the apartheid regime.

AWARDS

Sheet Metal Workers President **Edward J. Carlough** received the Employee Assistance Professionals' Association's first Edward J. Small Award at a luncheon June 24. Carlough was honored for his "outstanding leadership in advancing employee assistance programs through labor-management cooperation in the sheet metal industry." The award is named for the late Edward J. Small, who was employee assistance manager of the New York Times from 1976 to his death in 1984.

Under Carlough's leadership, the SMW created a 12-member task force in 1986 with representatives of the Sheet Metal and Air Conditioning Contractors National Association. This step resulted in the establishment of the first industry wide EAP program.

DEATHS

Elwood D. Swisher, a former vice president of the Oil, Chemical and Atomic Workers, died June 7 at the Porter Hospice in Denver. He was 78.

Swisher, a native of West Virginia, led a fight in the 1940s to move his local union from the Mine Workers to the United Gas, Coke and Chemical Workers of America and took part in forming the Carbide and Carbon Council, consisting of various locals that had joined together to bargain with Union Carbide Corp.

Swisher served as an international representative and executive board member of the UGCCWA until being elected president in 1952. He led the union into merger with the OCAW in March 1955. He was elected an OCAW vice president and served in that post until his retirement in 1977.

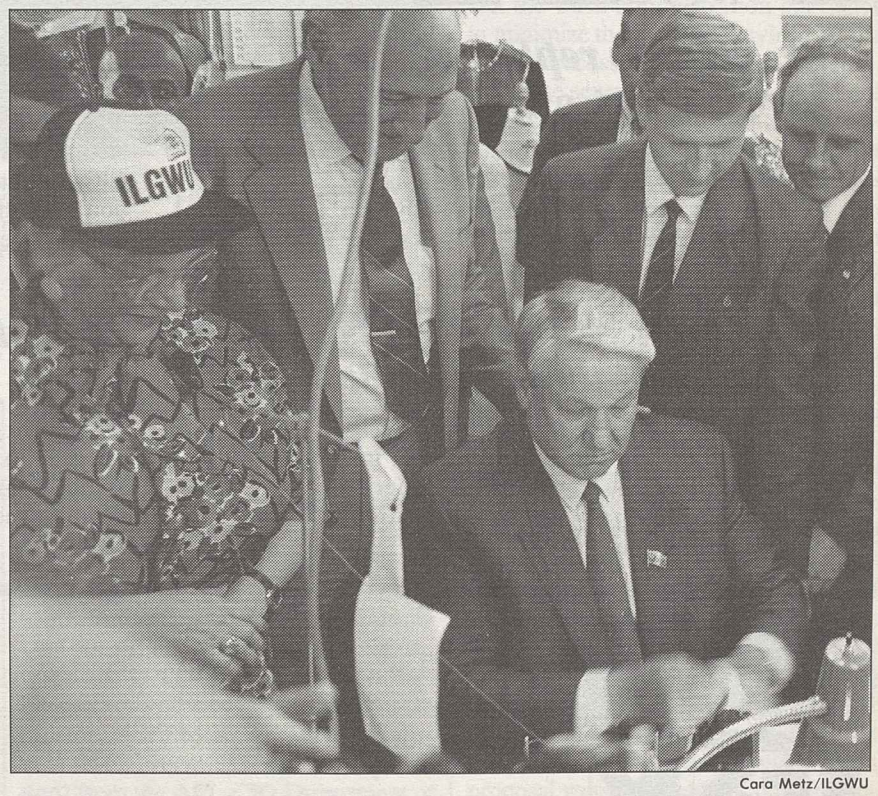
He also had been a vice president of the CIO and the AFL-CIO Industrial Union Department and a member of the International Labor Organization's chemical industries conference.

Judah Drob, a longtime Communications Workers staffer and a Labor Department division chief, died of cancer June 23 at his home. He was 74.

From 1948 to 1961, Drob worked for the CWA in Michigan as an organizer and editor of its statewide newspaper, and as a writer and editor with the University of Michigan's workers' education program. From 1961 to his retirement in 1980, Drob worked at the Labor Department, except for a stint in 1965-66, when he was legislative assistant to Sen. Patrick V. McNamara (D-Mich.). At his retirement, Drob was chief of the employment and training administration's research and development utilization division.

Angelo LoVecchio, who retired in 1981 as president of the Plate Printers, died of emphysema June 22 at Arlington Hospital in Arlington, Va. He was 79.

LoVecchio has been a 38-year member of Washington Plate Printers Local 2, and served as a vice president of the international from 1965 until he was elected president in 1977. Following his retirement as union president, he served for a period as legislative representative of Local 2.



Cara Metz/ILGWU

Boris Yeltsin, newly elected president of the Russian republic, works a machine at the After Five plant during a recent trip to New York. Looking on is seamstress Gloria Isabella of the Ladies' Garment Workers.

AFL-CIO helps free unions around the world

Continued from Page 1

Workers Union and the USSR Miners Strike Committee.

Invitations have been extended to the two largest South African trade unions, the National Council of Trade Unions of South Africa (NACTU) and the Congress of South African Trade Unions (COSATU), and to the Confederation of Trade Union Unity for Nicaragua.

For almost 30 years, the AFL-CIO has helped such unions through geographic institutes for Asia, Africa and Latin America and, more recently, with assistance added by the Free Trade Union Institute.

The federation's role in helping free trade unions was acknowledged by Boris Yeltsin, the first democratically elected president of a republic in the Soviet Union in a visit to the AFL-CIO building in June. Yeltsin met with the Executive Council and toured a New York clothing factory with members of the Ladies' Garment Workers.

In stressing that "real justice comes not down from high places, but rather from the streets and workplaces — wherever plain people join together to assert their fundamental rights," Kirkland said that only they can be trusted to enforce freedom.

Despite those trying to take credit for the breakthroughs toward democracy in 1989 and since, Kirkland notes that the "disciples of raw free market theory" are the same ones who lavished billions on the former rulers, "leaving burdens of wasted and unproductive debt that now hang like enormous millstones around the necks of new democracies."

During the many years Solidarnosc was forced underground by martial law in Poland, for example, the United States repeatedly extended credits to Lech Walesa's jailers under the business rubric of "who cares what form of government they have as long as they can pay their bills?" That attitude continues among those pushing for most-favored-nation treatment for China.

In identifying "freedom of association, at home and abroad" along with health care reform and a ban on the "permanent replacement" of strikers as the purpose of Solidarity '91 , the AFL-CIO seeks an American foreign policy with an an "unswerving commitment to freedom of association by all the world's workers — and that includes those in China, Cuba, Vietnam, North Korea and wherever on Earth that right is brutally repressed by hostile state power or entrenched privilege."

"In the interest of basic fairness... the denial of workers' rights should be clearly defined internationally as the unfair trading practice it is, through the incorporation of a social clause in the General Agreement on Tariffs and Trade," Kirkland said.

The AFL-CIO is one of the world labor bodies that has been successful in getting that standard from its own government. Basic worker rights recognized by the International Labor Organization are now a condition in extending U.S. trade advantages afforded under the Generalized System of Preferences.

But U.S. unions have to push hard to assure compliance. Each year the AFL-CIO files its list of worker rights violations that should bar a country from GSP privileges. This year, the AFL-CIO cited Thailand, Bangladesh, El Salvador, Guatemala, Indonesia, Panama, and Syria.

In the case of Thailand, the federation took the unusual step of asking the U.S. Trade Representative to expedite the normal one-year investigation into the violations. Thailand's military rulers have eliminated by decree the state enterprise unions, by far the largest component of the country's union movement. To wait a year to complete an investigation would mean that no labor movement in Thailand would exist, the AFL-CIO said.

The most dangerous countries for trade union activity, the ICFTU said in its survey, were Colombia, Guatemala, South Africa, El Salvador, the Philippines, China, Sudan, Turkey, Ivory Coast and South Korea.

In Colombia alone, 138 trade unionists were killed during the 15-month period. About 350 were detained in El Salvador and 150 remain jailed there.

In Cuba, the last historic plantado, Mario Chanes de Armas, former head of the country's brewery union, remains jailed after 30 years. Plantados are political prisoners who refuse to be indoctrinated or to wear prison uniforms in defiance of a system they despise.

Kirkland has testified before Congress condemning China for exploiting the labor of prisoners in its vast gulag to produce cheap products for export.

Because the Chinese government continues to repress basic human freedoms, the AFL-CIO has led the opposition to retaining most-favored-nation status for China.

The federation also has condemned the rapid expansion of so-called export processing zones in Caribbean countries where multinational firms "take advantage of cheap labor, tax breaks and special trading privileges for duty-free access to the U.S. market."

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Solidarity Works!
Be there!

INSIDE

VOLUME 36, NUMBER 14
JULY 8, 1991

AFL-CIO NEWS

1 ***Striker replacement drive at grass roots***
Union members are scheduling meetings with their congressional representatives during the July 4th recess, seeking a firm "yes" on striker replacement legislation.

1 ***Union Privilege adds home-buying benefit***
A new Union Privilege program is helping first-time home buyers break into the tough housing market by offering reasonable mortgage rates and a lower down payment plan.

2 ***ILO finds against striker replacements***
Acting on a complaint from the AFL-CIO, the International Labor Organization finds that the practice of "permanent replacements" undercuts the right to strike.

4 ***Teamsters building union for the future***
Despite the government's heavy hand, delegates to the Teamster's convention drafted constitutional changes for the future and nominated candidates for top offices.

5 ***Organizing, job security at top of CWA agenda***
Communications Workers send a message to the Bush administration on striker replacement; delegates call for "wall-to-wall" union representation at telecommunications employers.

6 ***Union membership pays in wages, benefits***
Workers continue to see the value of their union cards in their paychecks, with union workers earning about $5 an hour more in pay and benefits than their non-union counterparts.

UNION YES

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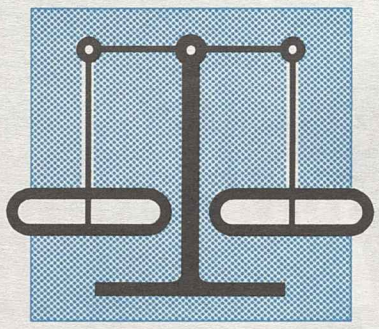


Unions are working to balance worker protections with mandates for drug testing. **See Page 9.**

AFL-CIO NEWS

VOLUME 36, NUMBER 15 JULY 22, 1991

House passes 'permanent replacement' ban

By Muriel H. Cooper

The House of Representatives handed labor a major victory July 17, passing H.R.5, the Workplace Fairness bill, on a 247-182 vote.

The bill would close a loophole in labor law that allows employers to "permanently replace" workers who exercise their legal right to strike. The loophole, created by the Supreme Court with its 1938 Mackay Radio decision, was seldom used until the 1980s, when greedy segments of the business community replaced hundreds of thousands of workers.

AFL-CIO President Lane Kirkland hailed the vote as "a strong stand in support of workplace fairness and the integrity of our collective bargaining system. We are pleased that a majority of House members recognize that the loophole allowing employers to 'permanently replace' striking workers is contrary to the spirit and the intent of the nation's labor laws."

He termed H.R. 5 a "settlement bill" and said settlements are what the AFL-CIO and union members are interested in.

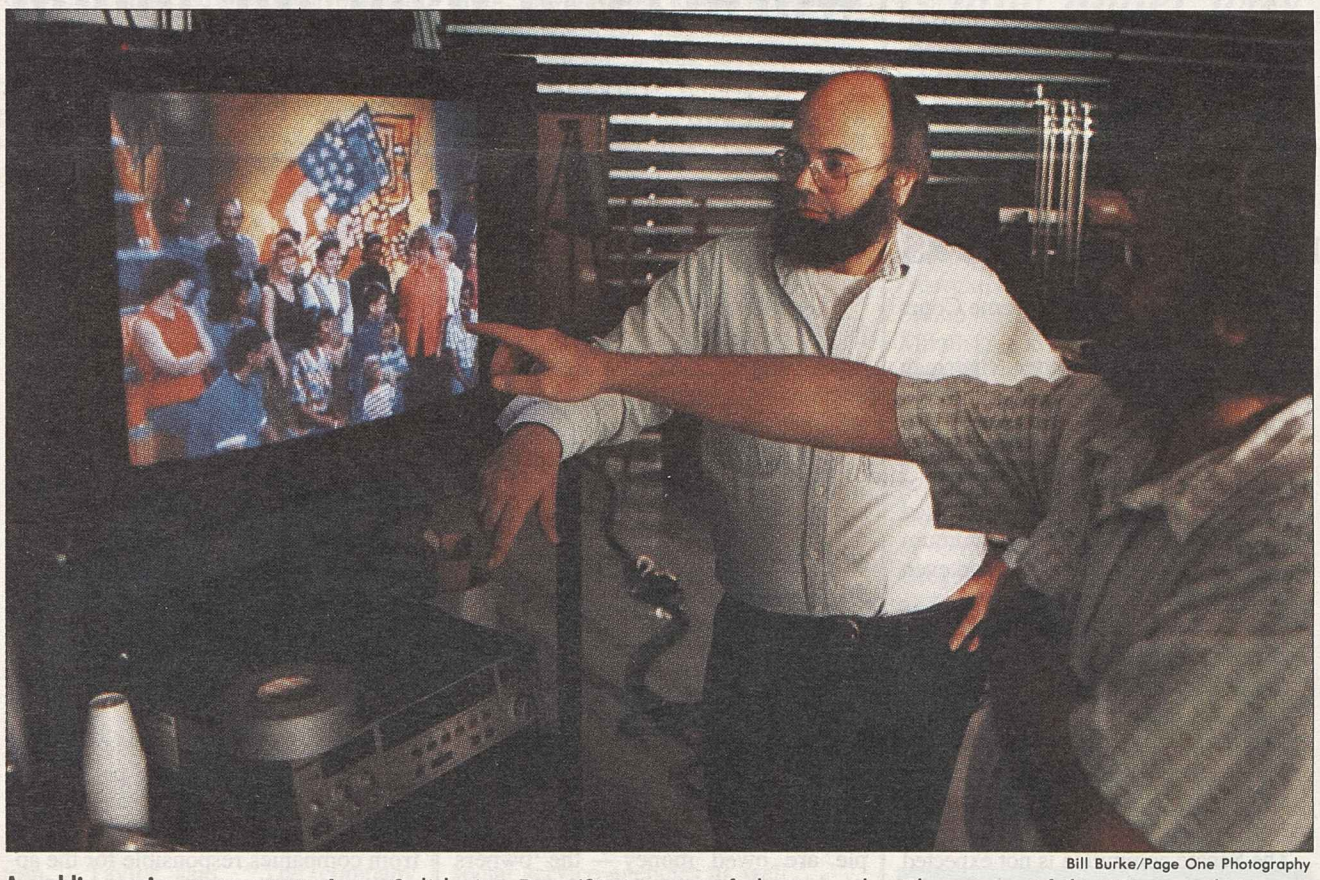
When asked about a potential presidential veto, Kirkland said President Bush "is the president of all the people" and should have the opportunity to hear the workers' side of the story. Kirkland said the bill should not be judged solely on the opinion "of the bloody-minded sector of the employer community."

"It's too late to help me," said former Eastern Airlines employee and Machinists Local 702 Vice President Ted Ramirez, who watched helplessly as his 25 years of service went down the drain. "But, this will help my kids and grandkids. We fight for our nation whenever we're called. Now it's time our government started giving us a little more protection between wars."

Before passing the bill, the House handily defeated a substitute measure introduced by Rep. Bill Goodling (R-Penn.), which would have banned "permanent replacements" only for the first eight weeks of a strike. The vote was 28-399. The House then passed, by 252-174, a refining amendment by Rep. Pete Peterson (D-Fla.) that made clear H.R. 5 does not apply to non-union workplaces.

The H.R. 5 companion bill, S. 55, also specifies that it applies only to union workplaces. It has been passed out of committee and is expected to

Continued on Page 3



Bill Burke/Page One Photography

A public service announcement on Solidarity Day '91 is readied by Bob Trussell, director of production for the Labor Institute of Public Affairs, and Bob Sullivan, director of photography. The copies of the 30-second TV spot calling out to "join us" on Aug. 31 have been sent to stations around the country.

Labor works to make 'Solidarity Work'

By Arlee C. Green

On Aug. 31, Solidarity Day '91, thousands of trade unionists and their allies will begin showing up near the Mall in Washington shortly after sunrise and be gone by dusk.

But that historic moment, will involve months of hard work and elaborate planning that began immediately after the AFL-CIO Executive Council's February meeting. That work — and Solidarity Day itself — is aimed at displaying the strength and unity of the American labor movement and union members' determination to enact health care reform, ban the "permanent replacement" of strikers and enhance the freedom of association at home and abroad.

The event carries the theme, "Solidarity Works," and it is by the sweat of labor's brow that people are being brought together. The logistics of staging Solidarity Day '91 are immense and the details exhaustive.

Labor's message is being supported by more than 100 other organizations, representing as diverse a cross-section of America as the trade union movement itself. Groups representing women, senior citizens, civil rights, youth and churches are being gathered under labor's banner through the coordination of Dick Warden, the retired UAW legislative director who is working with the Solidarity Day '91 office as a liaison to these groups.

The latest organization to join in the labor alliance is the U.S. Conference of Mayors, whose newly elected president, Boston Mayor Raymond Flynn, announced its endorsement of Solidarity Day during a news conference July 10.

AFL-CIO COPE Director John Perkins serves as the event's national coordinator, aided by Kevin Kistler (logistics) and Vincent O'Brien (transportation) from the AFL-CIO Department of Organization and Field Services.

After a series of planning sessions

Continued on Page 7

UI troubles mount with jobless rate

By Michael Byrne

With the June unemployment rate reaching 7 percent, the AFL-CIO called on Congress and the Bush administration to quickly approve unemployment insurance reform legislation to assist the growing number of jobless, and especially the long-term unemployed who have exhausted their benefits.

At one time, the benchmark 7 percent figure would have mobilized government programs to provide relief for the jobless and put people back to work. But the Bush administration continues to minimize the problem, saying that the current recession has bottomed out.

But the severity of the unemployment picture was not lost on Sen. Paul Sarbanes (D-Md.), chairman of the Joint Economic Committee, and Sen. James Sasser (D-Tenn.), chairman of the Senate Budget Committee. They sent a letter to President Bush urging him to suport UI reform legislation, and to designate such legislation as an emergency under last year's budget agreement.

They pointed out that the extended benefits trust fund is providing assistance to fewer than 100,000 workers at a time when almost 1.2 million have been unemployed for more than 26 weeks. Meanwhile, the trust fund has amassed a surplus of more than $7 billion during a recession year.

Sen. Lloyd Bentsen (D-Texas) also said he would introduce legislation to draw from the trust fund surplus under emergency designation to increase the extended benefits program, although his proposal would not address other inadequacies of the UI system.

Nearly 8.8 million people were of-

Continued on Page 10

South Africa sanctions withdrawal 'premature'

By James B. Parks

President Bush's decision to lift sanctions against South Africa's apartheid government was "premature and inappropriate," the AFL-CIO said.

"The Comprehensive Anti-Apartheid Act of 1986 was intended to help bring about the end of apartheid and the establishment of a democratic, nonracial society in South Africa," the AFL-CIO said in a statement.

"Despite the progress of the past 15 months, these goals are unattained and the conditions for lifting the sanctions have not been fully met," the federation said. "The vast majority of South Africans still are not permitted to vote, the government continues to hold political prisoners and a climate of free political activity has yet to be achieved."

The decision to lift sanctions ignores the spirit of the law, the AFL-CIO said, and uses a narrow interpretation to determine that the South African government has technically fulfilled its requirements.

"Rewarding the Pretoria government in this way is an act of disregard for the needs and aspirations of South Africa's black community," the statement said. Without continued international pressure, "the promising transition to democracy in South Africa is in danger of stalling.

"The U.S. government should continue strong pressure for complete political and economic enfranchisement in South Africa until the apartheid system is truly relegated to the dustbin of history," the AFL-CIO said.

Finally, the federation pledged to continue supporting sanctions until alternative strategies are "adopted and accepted by those they are intended to help, especially our brothers and sisters in the South African trade movement."

AFL-CIO Vice Presidents Owen Bieber of the UAW and Richard Trumka of the Mine Workers sharply criticized Bush's action. Bieber and Trumka co-chair the federation's Shell Boycott Committee.

"It is highly doubtful that all of the formal conditions for lifting the sanctions have been met, particularly in the area of political prisoners," they said in a joint statement. "The minority regime has so far merely altered the surface of apartheid while leaving its underpinnings intact," they said.

"The apartheid government remains in complete control and blacks do not have the right to vote, denying them real access to political — let alone economic — power. Further, political violence against supporters of democracy is still a fact of life in South Africa," they said.

AFSCME President Gerald McEntee condemned the administration for threatening to take legal action against state and local governments that have adopted their own economic sanctions against South Africa. "Such efforts to force these governing bodies to comply with the President's premature action must be resisted," he said.

AFL-CIO will take a critical look at record of court nominee Thomas

The AFL-CIO deferred judgment on President Bush's nomination of Clarence Thomas to replace the revered Supreme Court Justice Thurgood Marshall, saying that "we look forward to a full airing of Judge Thomas's views in the upcoming confirmation process."

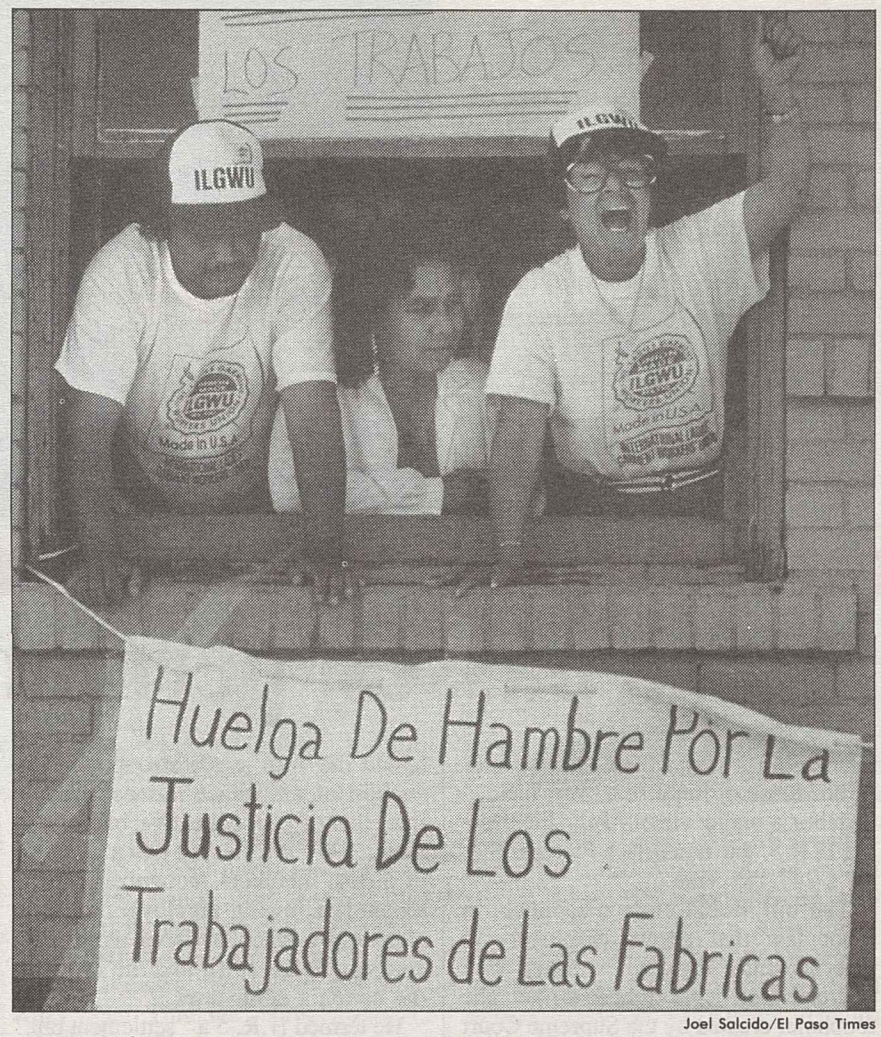
The AFL-CIO study will encompass his record "as a court of appeals judge and as chairman of the Equal Employment Opportunity Commission before taking a position." Thomas has a full record of eight years at the EEOC but has held his Court of Appeals seat only since 1990.

Meanwhile, AFSCME asked members of the Senate Judiciary Committee to vote against confirmation of Thomas, saying his record, particularly as EEOC chairman, "does not reveal the type of commitment to equal justice and fundamental rights which we believe are essential for a Supreme Court justice."

In a letter to committee chairman Joseph Biden (D-Del.), AFSCME President Gerald McEntee and Secretary-Treasurer William Lucy noted that "Judge Thomas rejected the concept of pay equity" and opposes many accepted government policies, like "minimum wage laws, set-aside contracts and even rent control laws."

The Leadership Conference on Civil Rights, in which the AFL-CIO plays an active role, also deferred judgment on Thomas after another major member of the leadership conference, the NAACP, decided at its convention in Houston not to take a position until around the middle of August.

The Senate committee is not expected to take up the nomination until after the August recess ends on Labor Day.



Joel Salcido/El Paso Times

Hunger-striking garment workers call for justice from the window of DCB Apparel in El Paso, Texas.

Community rallies behind workers in fight for union

El Paso, Texas

Backed by the Ladies' Garment Workers and La Mujer Obrera, a garment worker advocacy group, about 130 mostly Mexican immigrant women are fighting for justice and better working conditions in this city's sewing sweatshops.

The workers have been picketing DCB Apparel factories and other shops, demonstrating at the city's main plaza and staging hunger strikes to draw attention to the serious problems in their jobs.

While the law requires a day's pay for a day's work, some garment manufacturers, including DCB, have been withholding workers' paychecks. About two months ago, women workers began a hunger strike inside one of the shops in protest.

In explaining their reasons for the strike, the women told of filthy working conditions, a factory filled with insects and rats, no running water and old equipment.

"We're doing this because many people are owed money — the owners don't pay for weeks," one woman added. The strike began May 1.

Their efforts have been bolstered by community and religious leaders who have been joining the hunger strike in 24-hour shifts.

David Young, ILGWU western states organizing director, said workers are fighting for a union contract not only to gain the money owed them, but for job security. Often, sweatshops will close down after several payless weeks for workers, then reopen under a new name nearby, he said, adding, "one way to keep jobs is through a union contract."

The ILGWU has demonstrated against the apparel contractor — whose clothes are marketed under the labels "Maximum Energy" and "Total Energy" — at stores in St. Louis, Chicago, New York and Los Angeles. Recently the J.C. Penney firm dropped jeans and sportswear with those brand names.

ILGWU President Jay Mazur said, "we will reach into every part of this country to appeal to Americans of good conscience to withhold their dollars from companies responsible for the appalling conditions of garment workers in El Paso."

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LEGISLATION

House passes strikebreaker ban

Continued from Page 1
come up for a vote in the full Senate sometime after the Labor Day recess. Thirty-three senators have co-sponsored S. 55.

The House victory vote was the culmination of months of grass-roots legislative activity by union members. The bill was introduced in January by Rep. William Clay (D-Mo.) and quickly picked up the support of 210 House members, including Speaker Tom Foley (D-Wash.), House Majority Leader Richard Gephardt (D-Mo.), outgoing Whip William Gray (D-Pa.) and newly elected Whip David Bonior (D-Mich.).

"All we are asking is that workers have protection," said Bonior. "There must be cooperation, but there can't be if the deck is stacked against the worker."

Members of Congress received nearly a million postcards and mailgrams asking for their endorsement of H.R. 5. State and local AFL-CIOs across the country held individual and town meetings with their legislators to urge them to endorse the legislation. The AFL-CIO also conducted an extensive media advertising campaign on radio, television and in a number of leading daily newspapers and weekly news magazines focusing on the theme that "Americans have the right to protect their jobs."

The campaign also gained extraordinarily strong support from the religious community. The hiring of permanent replacements is immoral, they said clearly. That message came from voices as disparate as the Catholic cardinal of New York and the Ministers' Coalition of Conscience in Atlanta.

Civil rights groups, recognizing the worth of worker self-help through unionization, added equally strong and steady support.

But no voice for the bill was more persuasive or more eloquent than the worker who had faced the personal and family tragedy of being "permanently replaced." One such worker, Steelworker Dewey Taylor, told the House leadership how he and 1,700 other union members were locked out and "permanently replaced."

"I'm 55 and I have 33 years service at Ravenswood Aluminum Corporation," Taylor said. "The company refused to bargain seriously and when our contract expired on Oct. 31, 1990, they just locked us out. Right after midnight, they gave our jobs to a couple of busloads of scabs they had waiting in the parking lot. It was obvious it had all been planned."

The story at RAC is typical of the tactics management has used to bust unions. The Tribune Company, former owners of the New York Daily News, spent $24 million to set up a phantom newsroom, recruited security forces and "permanent replacements" during the five-month strike, only to end up dishing out $60 million to sell the paper.

Greyhound Lines Inc. replaced its 9,000 member workforce with 6,000 "permanent replacements." They currently are in bankruptcy proceedings. Eastern Airlines' Frank Lorenzo thought he could continue to fly with his "permanent replacements," but the airline folded.

"If you haven't experienced it up close, it's hard to convey the strains this new management tactic puts on a community," said Jim Manning, councilman-at-large from Vanderburgh County, Ind. When Bootz Plumbingware hired permanent replacements, he said, "it quickly drained our police budget and it's put a tremendous burden on our social service agencies as well..."

Bill Burke/Page One Photography

House Majority Leader Richard Gephardt (D-Mo.) is joined at a news conference on Capitol Hill July 16 by other House supporters of H.R. 5, including Rep. William Ford (D-Mich.) and newly elected Whip David Bonior (D-Mich.).

Campaign for S.55 is now under way

The campaign for S.55, the Senate version of the Workplace Fairness bill, is now under way — particularly with senators who are not co-sponsors of the bill. The 33 co-sponsors are:

Cranston of California, Wirth of Colorado, Dodd and Lieberman of Connecticut, Biden of Delaware, Fowler of Georgia, Akaka and Inouye of Hawaii, Simon of Illinois, Harkin of Iowa, Mikulski and Sarbanes of Maryland, Kennedy and Kerry of Massachusetts, Levin and Riegle of Michigan, Wellston of Minnesota, Baucus of Montana, Bradley and Lautenberg of New Jersey, Moynihan of New York, Burdick of North Dakota, Metzenbaum and Glenn of Ohio, Hatfield and Packwood of Oregon, Wofford of Pennsylvania, Pell of Rhode Island, Gore and Sasser of Tennessee, Adams of Washington and Byrd and Rockefeller of West Virginia.

As the campaign for S.55 heats up, trade union activists — who did such a bang-up job in rounding up 247 votes for the House bill — will be concentrating on the senators whose names are NOT on that list.

House rebukes Bush on China MFN status

By Mike Hall

The House dealt a serious blow to President Bush's hopes of a no-strings-attached extension of China's most-favored-nation (MFN) trading status July 10 when it approved two measures backed by the AFL-CIO.

It passed, by a 223-204 vote, a resolution to flatly deny the Bush administration request to renew China's MFN trading status. At the same time, the House opened the door for China to retain its MFN trading privileges if it meets certain worker, human rights and other conditions outlined in a separate bill, H.R. 2212. That legislation passed by a larger and veto-proof margin, 313-112.

"Because of China's abysmal record in human and workers rights, the AFL-CIO strongly supports complete denial of MFN for China," AFL-CIO President Lane Kirkland said. "The action in Congress is an important step because it attempts to link China's access and trading privileges with U.S. markets to the improvement in China's respect for basic worker and human rights for its citizens."

The Senate also is scheduled to vote on a resolution to deny MFN, and on a strong bill to impose conditions on China's trading status. The AFL-CIO supports both measures.

In a letter to all House members before the vote, AFL-CIO Legislative Director Robert M. McGlotten said China's "denial of basic human and worker rights, such as freedom of association and the use of forced or slave labor in the manufacture of products for export, is reason enough to deny this trade benefit."

China currently has MFN status, which grants the lowest U.S. tariff rates. That status expires this summer.

President Bush wants to extend MFN with no conditions and will probably veto any measure which contains human rights conditions with any teeth.

While the AFL-CIO backed H.R. 2212, it had urged that the bill be strengthened in several areas, including the forced labor issue. "The AFL-CIO believes that the protection of human rights and worker rights as well as the denial of Chinese exports made by forced labor, should be mandatory conditions before MFN is continued," McGlotten said.

Capitol Digest

If the Senate's refusal to fund revenue foregone in the Treasury/Postal appropriations bill stands, the added cost could force unions, charities, churches and other non-profit organizations to drastically curtail mail communications with their members.

The revenue foregone funds allow non-profit groups to use reduced second- and third-class bulk postal rates.

Since the House version of the bill contains full funding for revenue foregone, the money could be restored in a conference later this summer.

The Senate Appropriations Committee reported the bill, H.R. 2622, with a $266 million cut in the revenue foregone funding. The full Senate was unable to vote on an amendment restoring the cut when the bill was called up unexpectedly.

The U.S. Postal Service estimates that the cut could increase second- and third-class rates by more than 25 percent, which could have a dramatic impact on unions, particularly those with large memberships. For example, the cost to the UAW of mailing each issue of its publication, Solidarity, to its members could jump from $125,000 to more than $156,000.

Many unions already have been forced to cut back on the number of issues per year to make up for an earlier increase. Another 25 percent jump in postage will result in even further cutbacks by unions and other non-profit groups.

Another loser, if the funding is not restored, would be the non-profit groups who estimate that they raise some $40 billion in charitable contributions through the mail with the reduced mailing rates.

Those groups estimate they provide about $80 worth of charitable services for every one dollar spent on revenue forgone.

In other action on Capitol Hill:

EDUCATION — Teachers' President Albert Shanker slammed President Bush's education proposals as "a fig leaf for giving public funds to private schools." He told the House Education and Labor's subcommittee on elementary, secondary and vocational education that Bush's education proposals emphasize "financial aid for private schools rather than helping public schools achieve the national education goals."

INDOOR AIR — Representatives of the AFL-CIO, Communications Workers, Teachers, and Government Employees told the House Education and Labor's subcommittee on health and safety it is time to clean up the air that is making people sick in the buildings where they work, live and spend leisure time. Union officials testified during a hearing on a bill, H.R. 1066, which would set standards to clean up "sick buildings" that have caused thousands of workers to complain of illness.

UNION NEWS

Scardelletti tops Kilroy in TCU race

By Arlee C. Green
San Francisco

Delegates to the Transportation Communications Union's 15th quadrennial convention set a new path for their union, electing two new top officers, and affirming their commitment to legislative and political goals.

Robert A. Scardelletti, a TCU vice president, defeated incumbent President Richard I. Kilroy in a three-way race. Scardelletti tallied 299 votes, Vice President Jack Campbell 145, and Kilroy, 131.

In the secretary-treasurer's race, incumbent Donald A. Bobo was turned out by challenger Frank Ferlin Jr., 330-239.

The new officers will be installed Sept. 1 for four-year terms.

Scardelletti began his rail career with the New York Central in 1967 and was voted local chair of Lodge 725 in 1971. Elected division chair in 1973, he was elevated to vice general chairman of System Board 86 in 1977. He moved up to executive vice general chairman in 1982 and two years later was elected general chairman. An international vice president since 1987, Scardelletti has assisted many system boards with bargaining and contract issues.

Ferlin, president of the American Railway Supervisors since 1974, joined the union in 1957. He has held union office since 1964. He was elected chief financial officer of the Supervisors in 1972 and was elevated to president two years later.

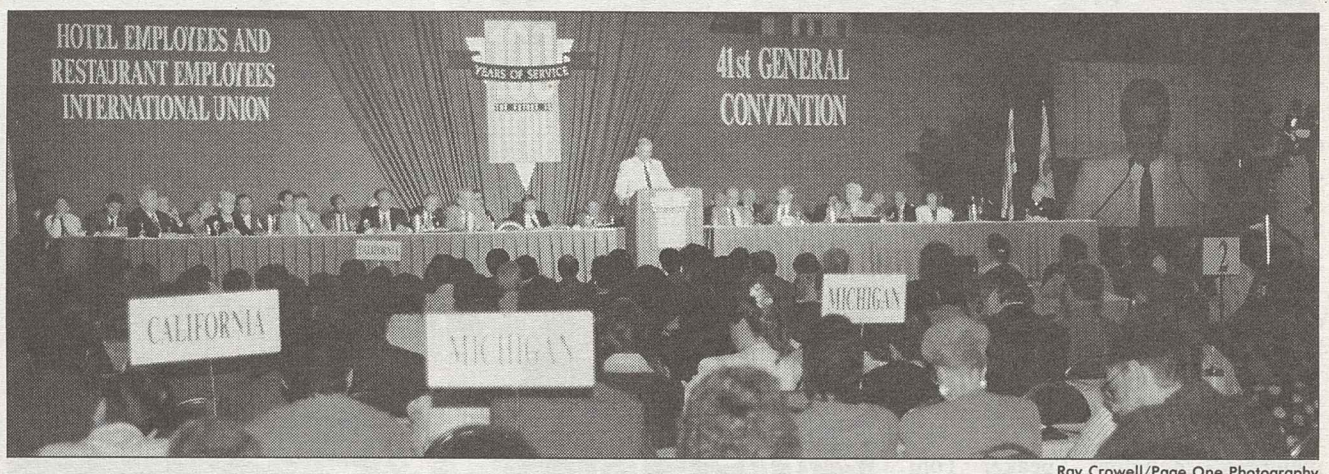
The 484 delegates and officers adopted constitutional changes reducing the number of at-large vice presidents from nine to seven and the number of board of trustees' members from seven to six. If there is a trustee vacancy over the next four years, then the number of trustees will be reduced to five. The convention also froze the salaries of the officers at the 1987 level.

Four incumbent vice presidents were re-elected: Jack F. Otero, L. Earl Bosher, Jack C. Campbell and Jerry L. Gobel. New vice presidents are Joseph P. Condo, Carl H. Brockett and Joel M. Parker.

Earlier, at the one-day convention of the TCU Carmen's Division, William Fairchild was re-elected as the division's general president and R.P. Wojtowicz won the post of assistant general president.

In key resolutions, delegates called for a greater distribution of mass transit funds, supported a comprehensive legislative campaign to bring relief from deregulation, provide for worker protection in airline and rail industry mergers, urged adequate funding for Amtrak, and opposed attempts to repeal the Federal Employers' Liability Act and to limit secondary picketing.

AFL-CIO Secretary-Treasurer Thomas R. Donahue underscored the convention's theme of unity by stressing the need to have activist committees participating in every level of the union structure.



Ray Crowell/Page One Photography

HERE President Edward Hanley addresses delegates at the union's convention.

Las Vegas victories inspire HERE organizing

Chicago

Celebrating the 100th anniversary of the Hotel Employees and Restaurant Employees, convention delegates charted an agenda for growth through expanded service to members and organizing for HERE's second century.

In his keynote address, HERE President Edward T. Hanley said the union's plan for the future is patterned on its successful campaign in rebuilding the Las Vegas locals following the massive strike in 1984.

Hanley told the delegates that potential breakthroughs in organizing and bargaining are in the works with the Hyatt Hotels in Los Angeles, Carson International at Chicago's O'Hare Airport and New York's Essex House, now owned by the Japanese Nikko Hotels chain.

To meet the challenge of expanded organizing efforts and serving members in collective bargaining situations, the convention approved increases in monthly minimum dues as well as the per capita payments to the international.

Over the next five years, the monthly dues minimum will rise $1.50 annually to $20.56 for U.S. members and to $20.51 in Canada. The monthly per capita payments will rise 50 cents each year to $8.38 in the United States and $8.18 in Canada.

Hanley was re-elected unanimously to a five-year term, along with Secretary-Treasurer Herman Leavitt, Organizing Director Vincent J. Sirabella and Vice President John O'Gara. Incumbent executive board members also were re-elected to new five-year terms.

The rebuilding of the Las Vegas locals was geared to a coordinated, multi-faceted campaign, Hanley said.

It resulted in organizing two of the largest hotel-casinos in the world: the Mirage and the Excalibur. HERE also won a contract for workers at Binion's Horseshoe Casino after a long confrontation and strong support from AFL-CIO affiliates, he noted.

Key resolutions adopted by the 398 delegates reaffirmed backing for labor's legislative agenda on bills to restore civil rights measures, ban "permanent replacement" of strikers, reform the flawed health care system, enforce job safety standards, and establish affordable housing and child care programs.

The convention also called for full funding of the U.S. Travel and Tourism Administration, an effective national energy policy and reduction of hotel taxes.

Convention speakers included House Speaker Thomas Foley (D-Wash.), President Shirley Carr of the Canadian Labour Congress, Sens. Paul Simon and Alan Dixon (D-Ill.), Rep. Dan Rostenkowski (D-Ill.), Chicago Mayor Richard Daley and AFL-CIO Vice Presidents Robert Georgine, Richard Trumka, Vincent Sombrotto and William Wynn.

HERE was chartered by the AFL in 1891 as the Hotel and Restaurant Employees' International Alliance and Bartenders International League of America. It currently has a membership of about 275,000 in the United States, Canada and Puerto Rico.

Williams: Time to act on health care reform

By John R. Oravec

Runaway health care costs and shrinking coverage are threatening the standard of living of many Americans, including middle-income groups, Steelworkers President Lynn R. Williams testified at congressional hearings.

Speedy action is essential to head off a deeper health care crisis, Williams told a health subcommittee of the House Ways and Means Committee.

He noted that social action groups have long voiced concerns over the 40 million Americans who lack health care insurance.

"While the plight of the uncovered might have been ignored because they were 'outside the system,' it is now evident that no one is really outside," Williams stressed. "The cost of the inadequate care which they receive is being shifted to those who are covered."

Williams said a consensus is emerging that health care reforms must be nationwide in scope and provide quality care that is both comprehensive and affordable. For that reason, the USWA supports legislation that would require employers to enroll their workers in either a public or private health insurance plan and establish federally regulated cost containment measures.

"Lack of coverage and lack of cost containment are twin problems that union negotiators must confront in every collective bargaining session," he noted.

Costs must be contained, Williams said, and legislative intervention is needed to force structural changes in the current system to initiate cost containment. For that reason, the USWA and five steel companies have formed a task force that advocates an all-payer system.

He also cited the irony of "workers who may resort to strike action to defend their health care benefits may now be subject to the loss of their job because of the permanent striker replacement interpretation of the Supreme Court."

AFL-CIO legislative representative Calvin Johnson told the House panel that legislation is essential to assure all Americans access to affordable coverage.

In comparison to other industrialized nations, Johnson said the fragmented U.S. health care system is unfair and inefficient.

"A nation that seeks to be competitive in the 21st century can no longer continue down this road," Johnson warned. "On a per capita basis, we spend 40 percent more than Canada, 90 percent more than Germany and 125 percent more than Japan" for health care.

"There is real suffering going on out there," he said. "Nothing short of full-scale reform will solve our problems. We have reached the stage where quick fixes no longer are possible and where 'voluntary efforts' no longer offer promise."

Each and every proposal for total reform of the health care system should be considered that addresses the issues of cost, access and quality, Johnson testified. Labor will work with coalitions of consumers, employers and providers "to develop an approach to national health care reform that takes the best of the systems around the world and is 'made in the U.S.A.'"

In other testimony:

- William Hoffman, director of the UAW's Social Security department, called on Congress to set up a single-payer social insurance plan that would require all employers to participate. That approach would eliminate cost-shifting from one employer to another and assure health care for all.
- Owen A. Marron, executive secretary-treasurer of the Alameda County AFL-CIO, focused on health care insurance problems of California workers. Citing the high costs, Marron told the panel that a national program providing universal coverage could be implemented "without spending more than we currently spend nationally on health care."

Flint Glass women get new forum

Hollywood, Fla.

The Flint Glass Workers 98th annual convention formed a committee to explore women's issues and developed a scholarship fund for five students.

Delegates also re-elected their officers to second consecutive terms, with the exception of Secretary-Treasurer Ivan Uncapher, who was elected to his tenth consecutive term. Officers are: Lawrence Bankowski, president; Richard Morgan, first vice president; Joe Coccho, second vice president; Robert Rosser, third vice president; and L. Dale Lamb, assistant secretary.

The newly created Women's Issues in Labor Committee will be chaired by Donna Ross of Local 1000. According to the union, the committee will serve as a vehicle for greater communication of women's issues in the union.

The union's scholarship program will award scholarships to five dependents of union members. Bankowski said the union will accept applications for the scholarships until Aug. 10. Each recipient will receive $1,000 for the 1991-92 school year.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the delegates that "through all the tough times, we've survived — but in the next ten years, we want to thrive. The time has come to renew our solidarity, to reaffirm our commitment to justice and fairness for working people in this country and around the world."

Donahue urged the delegates to come back to Washington on Solidarity Day '91 on Aug. 31 to rally for national health care reform, a ban on the "permanent replacement" of strikers and freedom of association at home and abroad.

Also addressing the convention were former Speaker of the House Jim Wright and Robert McGlotten, AFL-CIO legislative director.

AFGW photo

Flint Glass Workers President Lawrence Bankowski presents speaker Robert M. McGlotten, AFL-CIO legislative director, with a union product.

Guild increases per capita for organizing

Montreal

The Newspaper Guild convention adopted a $1 increase in the per capita payment to boost the union's organizing efforts.

Citing organizing as one of TNG's mainstays, the 212 delegates approved the $1 increase in per capita to TNG headquarters and earmarked it for the special organizing fund. The increase raises the monthly payments to the international to $14.25.

President Charles Dale, Secretary-Treasurer John Edgington and Chairperson Peter E. McLaughlin were re-elected to their third two-year terms and seven regional vice presidents also were re-elected. Eleven nominations for six at-large vice president positions were made, with elections to be held later this year.

The convention recommended that collective bargaining goals include steps toward achieving pay equity for members in lower-paid job classifications, expanded health care coverage for formerly unrecognized dependents and contractual recognition of Martin Luther King's birthday as a holiday.

On safety and health, delegates called for action to combat the rapid growth of repetitive motion injury and cumulative trauma disorder through ergonomic improvements and rest breaks.

The convention also urged continued support for the introduction and passage of legislation to regulate the use of video display terminals, and in TNG's campaign to gain an Occupational Safety and Health Administration ergonomic standard.

Addressing national issues, the convention called on Congress to adopt effective health care reforms to provide universal coverage for all workers and their families, as well as legislation to ban "permanent replacements" for striking workers.

In another resolution, delegates condemned Kuwait's "sham" trials in convicting journalists caught in the Persian Gulf war.

Delegates called for a redesign of the Guild Reporter — TNG's official publication — and voted to retain its current publication schedule of 18 issues per year.

ACTWU local buys Maine clothing company

Biddeford, Maine

Members of the Clothing and Textile Workers Local 667-A have become employee-owners of an apparel company. The local bought the troubled John Roberts Clothing Co. after receiving commitments for financing and loan guarantees.

The new corporation, Act II Inc., will continue to make the same men's suits and sport coats and some women's clothes using the name of John Roberts Ltd.

"Our members are proud to be ACTWU members and Act II worker/owners and they have the right to feel proud of what they've accomplished," said ACTWU international representative Mike Cavanaugh. "Their hard work and sacrifice, as well as their skill as workers, have given them a chance to succeed.

"The professional assistance we've had from the ICA Group of Boston and the leadership and investment made by Shared Ownership and Management Inc. (SOMI) have combined with our union's efforts to save these important manufacturing jobs," he said.

Cavanaugh also praised Local 667-A president Ethel Beaudoin for her leadership in the buyout.

The 170 workers own two-thirds of the common stock, with the remaining one-third belonging to John Barmack and Herb Stern, the partners in SOMI. Barmack, who serves as chairman of the Act II board, and Stern have invested $150,000 in the new company.

The seven-member board of directors consists of Barmack and Stern; Cavanaugh, who represents ACTWU; Susan Veit, vice president of Local 667-A and board secretary/clerk; Marie Graffam, a steward for the local and the board's vice chair; John Picariello, the company president; and Peter DellaCioppa, a supervisor.

The workers made wage and benefit concessions worth $500,000, Cavanaugh said, to help buy the company. Other financing for the deal included loans of $550,000 from the National Cooperative Bank Development Corp. and $50,000 from ICA, as well as loan guarantees of $450,000 by the Maine Finance Authority.

Michigan vows to fight plans for budget cuts

Detroit

Delegates to the Michigan AFL-CIO convention voiced strong opposition to proposed state budget cuts, calling on Michigan unions to fight to restore funding for vital programs.

Republican Gov. John Engler's "attempted wholesale dismantling of state government services," including the state's occupational safety and health administration, reflects not financial realities, but "a political agenda that calls for huge reductions in government programs to fund property tax cuts, which benefit corporations and the rich," delegates stressed.

The convention also pledged to fight the spread of privatization of public services at all levels of government.

The 625 delegates unanimously re-elected President Frank Garrison and Secretary-Treasurer Tom Turner to new four-year terms.

Garrison called on organized labor to do a better job in "getting the vote out" and convincing members to vote.

Speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue; President Lenore Miller of the Retail, Wholesale and Department Store Union; Executive Director Ben Hooks of the NAACP: Sen. Don Riegle; Rep. Sander Levin; and state officials.

Delegates also heard from William Doyle of Steelworkers Local 5668 at Ravenswood, W.Va., where workers were locked out and "permanently replaced."

Arkansas targets faulty tax code, workers' comp

Hot Springs, Ark.

Delegates to the Arkansas AFL-CIO convention passed some 46 resolutions, including calls to reform the Arkansas tax system and the workers' compensation law.

"The convention enthusiastically encouraged its members and members of Congress to work toward changes in systems that undermine the rights of workers," said Arkansas AFL-CIO Secretary-Treasurer Jim Clark.

Clark said the workers' compensation law must be reformed to offset bad decisions of the Workers' Compensation Commission and state courts that have totally eroded the humane purposes of the law.

J. Bill Becker was unanimously re-elected president of the state federation, and Clark and Vice President Tommy E. McFalls also were re-elected.

Among those addressing the delegates were Gov. Bill Clinton, Reps. Ray Thonton and Bill Alexander and state Sen. Bill Moore.

Pattern Makers convention votes merger with Machinists

Las Vegas

Delegates to the Pattern Makers' League convention voted overwhelmingly to merge with the Machinists.

Under the agreement, which now is being voted on by the membership, the 104-year-old union would become a division of the IAM and local unions would remain separate from IAM lodges. The union's president would become an administrative assistant to the IAM president and the three full-time vice presidents would serve as Machinists representatives.

The results of the membership referendum are expected by late August, and the agreement, if approved, would take effect Oct. 1.

Earlier, merger talks had been held between the Pattern Makers and the Steelworkers, UAW, and Aluminum Brick and Glass Workers.

The 7,000 members of the Pattern Makers League create patterns and molds used in industrial processes, including autos, farm implements, heavy equipment and new tooling and machinery.

President and Secretary-Treasurer Jack Gabelhausen recounted a bit of the union's history, from its founding in Philadelphia in 1887, with 13 members in attendance, to boom periods of industrial production and organizing in die model shops.

Throughout its history, Gabelhausen noted, the league never lost sight of its primary charge — to serve the membership by pressing for healthy and safe workplaces and contract improvements.

The 100 delegates returned Gabelhausen to office for a second five-year term and heard from several speakers, including Sen. Tom Harkin (D-Iowa), IAM President George Kourpias and former House Speaker Jim Wright.

New York puts MacBride code on city books

The campaign to bring justice to Northern Ireland was given a boost recently when New York City became the first government unit to enact legislation applying the MacBride Principles to any company with which it does business.

The principles, which were endorsed by the AFL-CIO Executive Council in 1985, were developed by human rights activist Sean MacBride to end employment discrimination against the Catholic minority in Northern Ireland.

The New York action extends the reach of the campaign to foreign-owned companies with contracts in the United States, said Joseph Jamison, research director of the New York State AFL-CIO and director of the Irish-American Labor Coalition.

The new law already has prompted Bombardier, a French-Canadian company that has large contracts with New York City agencies, to begin reforming some of its employment practices at its Belfast subsidiary, he said.

The city of Boston has put the same type of rule in effect through an executive order by the mayor.

Previously, 12 states and many cities have enacted laws stipulating that the public employee pension funds will vote their shares in favor of MacBride resolutions at annual stockholder meetings of U.S. companies. The New England Health Care Employee Pension Fund in January became the first Taft-Hartley fund to adopt the principles.

Last summer, a labor delegation headed by AFL-CIO Secretary-Treasurer Thomas R. Donahue visited Ireland under the auspices of the Irish Congress of Trade Unions.

The delegation's report to the AFL-CIO Executive Council urged continued support for the principles even though the Irish government had a Fair Employment Act. The act falls short of labor's goals, the report said.

The delegation also included AFL-CIO Vice Presidents Morton Bahr of the Communications Workers and John Sweeney of the Service Employees, and Edward Cleary, president of the New York State AFL-CIO.

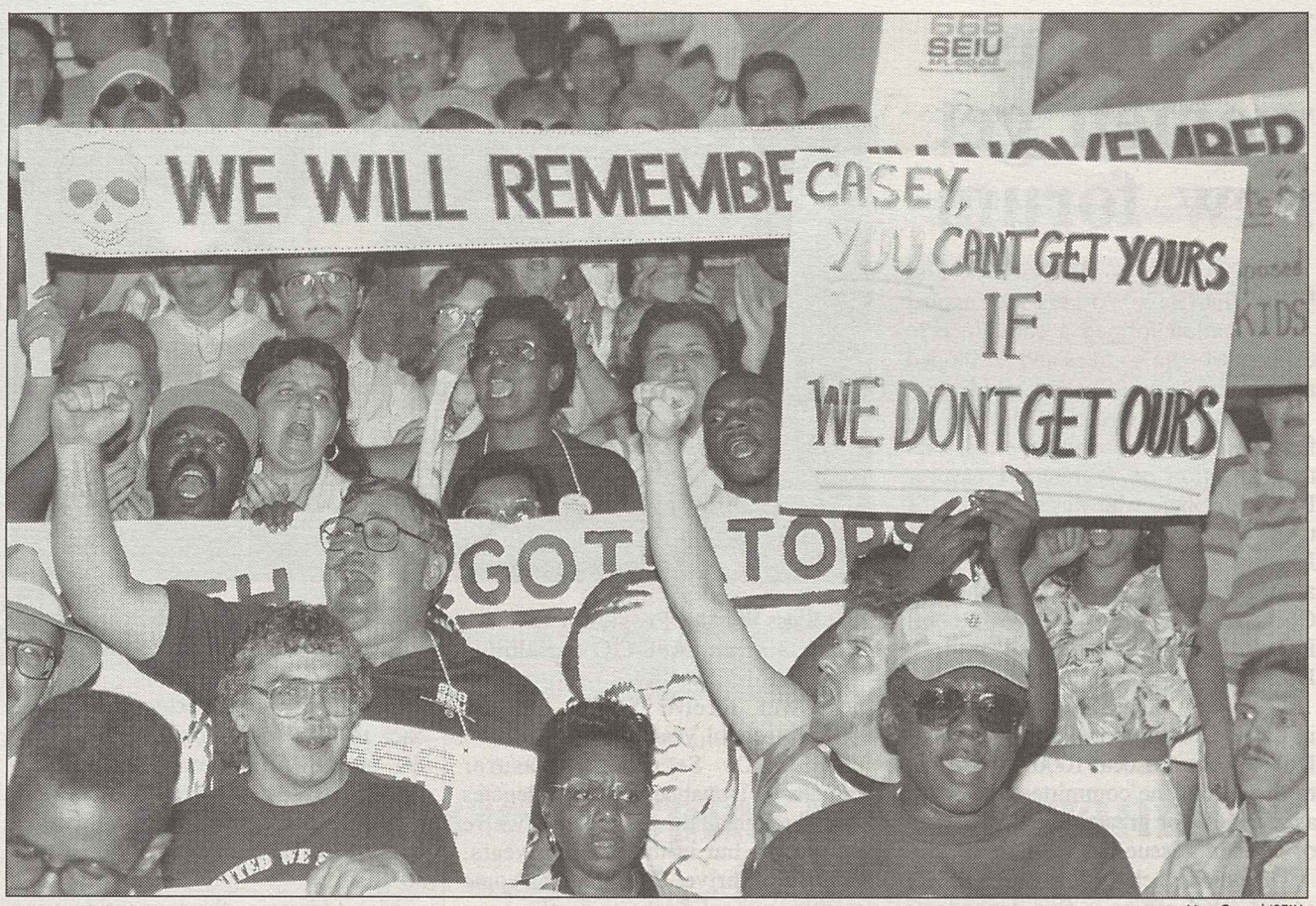
OPEIU-Riggs pact assists workers

The Office and Professional Employees Local 2 has reached an agreement with Riggs National Bank to provide assistance to former National Bank of Washington workers and retirees who were members of the local.

"This agreement will provide a significant measure of financial assistance for our unfortunate members who were abandoned by the federal government when it took over the bank," said Jim Sheridan, president of Local 2. "The resolution of this controversy is a great relief to all interested parties, especially the affected workers and their families."

The agreement comes almost a year after NBW failed and was taken over by the Federal Deposit Insurance Corporation. Its deposits and assets were sold to Riggs.

The agreement provides compensation for NBW workers who were terminated by the FDIC and a fund to help pay the cost of health insurance for retirees who were left without insurance when NBW failed.



Lisa Cassel/SEIU

Service Employees protest outside the State Capitol in Harrisburg, Pa., over proposed layoffs and a budget stalemate that has lasted more than 20 days. Pennsylvania, which later announced a tentative contract agreement covering 41,000 AFSCME workers, is one of many states seeking to balance budgets at the expense of workers. In Maine, a partial government shutdown that saw 10,000 state employees working only three days during the month ended when Gov. John McKernan signed a budget. And in California, a budget signed by Gov. Pete Wilson calls for 12,000 jobs to be cut, but the lesiglature has not given him layoff authority. A reduction in federal funds also has plagued many cities, according to a survey by the National League of Cities, which found more than one in four U.S. cities in severe financial straits in late May.

Unions play role in improving state services

By Sharolyn Rosier

Even in these times of extreme budget deficits, state and local governments can provide quality services through labor-management cooperation, labor-community coalitions and union legislative initiatives, a study by the AFL-CIO Public Employee Department concludes.

The study, "Making Government Work: Employee Involvement, Union Leadership," highlights success stories in five states — Washington, New York, Pennsylvania, Michigan and Oregon — where unions played major roles in revamping social and employment services.

Washington state's model program, the Family Independence Program, helps break the cycle of poverty by getting people off the welfare rolls and into jobs with decent wages, but it protects public workers by ensuring that they alone deliver services.

According to the study, job placements in Pennsylvania's New Directions for Employment Program increased by more than 45 percent as a result of this new welfare-to-work initiative. The program coordinates education, training and job search services from eight funding sources, including Job Opportunities and Basic Skills (JOBS), the federal Job Training Partnership Act (JTPA), state and federal education money, the state General Assistance Program, and low-income food programs.

AFSCME District Council 37, along with the State Employees Association/AFSCME developed ways to improve the New York program and assist the legislature in conforming to the federal legislation. Their work resulted in legislation that included worker protection, interagency coordination, union involvement in local planning and a new job classification — labor service representative.

Michigan public employees have a labor-management committee negotiated in UAW Local 6000's contract. The committee has improved service delivery including automation, workload, and adequate program funding.

In Oregon, Service Employees Local 503 worked with a labor-management-community task force to combat numerous problems plaguing the social services delivery system, including large caseloads due to managers not filling positions as they opened. At one point, there were 518 vacancies out of a total work force of 1,800, according to the study.

The study lists steps unions can take for improvement in their states. They include getting involved early, fighting for adequate funding to ensure reasonable caseloads, working with advocates and community groups, coordinating strategies with other unions, and insisting that current employees receive adequate training for new responsibilities.

Canadian court backs political use for dues

Canadian labor won a landmark victory when the nation's Supreme Court ruled unions can use membership dues to promote political parties and causes even if some members object.

The dues requirement is justified, the court ruled, because unions need money to promote better working conditions for its members. In Canada, employees can opt out of joining the union, but they are still required to pay a fee equivalent to membership dues because the union benefits apply equally to all employees.

In the United States, the Supreme Court ruled in 1988 that unions could only collect and spend agency fees for causes related to collective bargaining.

Nancy Riche, spokeswoman for the Canadian Labor Congress, said the Canadian court's decision shows that, in a just and democratic society, unions may use dues to promote social and economic causes.

Gerald DeForest, who wrote the court's opinion, said the money was well-spent because the union's activities had advanced the cause of working people by helping establish medicare, pensions and unemployment insurance.

Requiring the fees allows unions to "participate in the broader political, economic, and social debates in society, and to contribute to democracy in the workplace," DeForest said.

Meanwhile, the U.S. Supreme Court declined to review a lower court decision that a Chicago Teachers local had complied with all First Amendment safeguards in setting an agency fee.

Dissenting agency fee payers must exhaust the union's appeal process, which includes a hearing before an "impartial decision maker," before they can sue to contest the fees, the lower court had ruled.

The high court in 1986 found that CTU had not adequately protected nonmembers' right not to contribute to activities that were not related to collective bargaining.

The court remanded the case, Hudson vs. Chicago Teachers Union Local No. 1, with instructions that the union establish procedures to account for union expenditures; inform dissenting agency fee payers of the basis for the fee; hold disputed funds in escrow and hear disputes before an impartial decision maker.

In refusing to rehear the case, the Supreme Court upheld the procedures set up by CTU.

Solidarity Day '91 is massive undertaking for labor

Continued from Page 1

within the federation, representatives from scores of AFL-CIO affiliates began meeting to nail down the myriad of details that will assure a smooth-running march on Aug. 31.

Key to the operation is the Solidarity Day '91 office set up at the AFL-CIO headquarters to aid affiliates during the planning stage. By dialing 1-800-LABOR91, unions are able to quickly get answers to their questions.

Steve Yarmola/AFL-CIO News

Ken Young, executive assistant to AFL-CIO President Lane Kirkland, presents a Solidarity Day poster to Boston Mayor Raymond Flynn, president of the U.S. Conference of Mayors, which endorsed the Aug. 31 event. Looking on (from left) are: Sen. Daniel Patrick Moynihan (D-N.Y.); Tom Cochran, executive director of the organization; and York (Pa.) Mayor William Althaus, vice president.

Getting There

Transportation Coordinator O'Brien and other staff are working with representatives of more than 70 affiliates to determine just how many people are coming to Washington.

"It's imperative that we know who's coming," O'Brien said. "Everything else hinges on knowing the numbers ahead of time. Having an accurate count helps in dealing with the U.S. Park Service, in reserving restroom facilities, setting up emergency aid centers, providing fresh water stations, assigning march marshals, and lining up parking."

Thus far, some 6,000 buses have been reserved to bring union members and their families and supporters to Washington. National and international unions have rented buses, as have local unions and central bodies. O'Brien has worked with various groups and the bus companies to assure an adequate supply of buses and union drivers.

Labor's boycott of Greyhound Corp. somewhat reduced the number of buses available and required the "deadheading" (driving with no passengers) of buses to areas not generally served by public or charter carriers. There possibly will be some union members arriving on Greyhound buses, but those will have been leased from Greyhound in Canada, an option approved by the Amalgamated Transit Union.

Additionally, O'Brien has been able to get some carriers to agree to use ATU members who are former Greyhound drivers to drive.

Small groups will be coming to Washington in rented vans and vans driven by owners are expected to be the chosen mode of travel for many of the unionists who live within 60 miles of Washington.

The 6,000 buses will be directed to park at either the Pentagon or RFK Stadium, with any overflow to be directed to a third location. Van parking will be free in the 23,000 spaces at Metro-owned parking lots. Additional parking will be available at West Potomac Park and East Potomac Park, O'Brien said.

Perkins said the AFL-CIO is negotiating with Metro to get the system opened an hour earlier than the usual Saturday schedule so that marchers arriving early can be transported to the Mall area. With the Saturday fares being $1 for any trip on the system, Metro appears reluctant to open the gates for a free system that day, as it has on other occasions, Perkins said.

Most recently, for the Operation Desert Storm parade, Metro used the honor system in which riders were expected to toss $1 each into barrels at the entrance gates. For the fireworks on July Fourth, Metro required fare cards for those going to the event, but the return ride home was free.

"We are advising all those who plan to drive to either park at a Metro lot and take the subway in, or know in advance exactly which parking lot they are going to use," O'Brien said. "I do know this — no one will be able to get their car down into the march area, so no one should plan on doing that."

Bus captains will be issued packets that will include detailed information on the march, Metro and food services for every rider on the bus, along with information telling the bus driver at which location to park when arriving in the Washington area. The bus captains also will serve as march marshals to satisfy the Park Service requirement that there be one marshal for each 50 marchers.

At a July 10 meeting with the union coordinators, O'Brien pointed out that the information cards distributed by the affiliates are not being returned as quickly as needed. He stressed the need for coordinators to follow up and aid those who haven't returned the bus information.

Cards should be sent in early, O'Brien said, to facilitate the routing of buses to specified lots where many unions will be handing out paraphernalia. Other unions will be handing out lunches, picket signs and banners from trucks parked on the Ellipse or tents set up near the Washington Monument, he said.

"Right now," O'Brien said, "every local union officer who has members coming to the city by bus, train, plane or van should be asking themselves, 'Have we sent in the information to the Solidarity Day '91 office?' If they haven't, then they should send it immediately or call us if there is a problem."

While many will be boarding buses in the pre-dawn hours of Aug. 31 to get to Washington, others will travel much greater distances on trains and airplanes. O'Brien reported that Amtrak has been very cooperative in arranging for travel on that day, providing a discount round-trip rate. "Solidarity" trains will come in from Philadelphia and Trenton, N.J., he said.

The Solidarity office also has worked with the airline unions in identifying charter carriers that will have planes and seats available over the three-day period of Aug. 30-Sept. 1.

To reduce confusion on Aug. 31, O'Brien said, there will be members and staff from various Washington-based affiliated unions serving that day as parking coordinators and greeters at the Metro lots, at Union Station and National Airport to help guide participants on both their arrival and departure.

Being There

The western end of the Mall will be divided into three staging areas, designated by color, and union members will be told to gather in one of the three areas. Each area will become a wave of marchers once the event kicks off at noon. Members of the 10 largest unions will be in the first wave. The marching order and staging area for the remaining unions will be chosen by lottery.

Entertainment will be provided in the staging area so marchers won't have to stand for hours in one area until the march begins. "It's important that union members and their families enjoy themselves," Perkins said. "Many of those arriving by bus may be there for several hours before the march begins."

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue will be joined by various Executive Council members in leading the noon march. The route is a little over one mile and has been altered from the 1981 route somewhat so that no bottlenecks occur.

From 1 p.m. until the formal program begins at 3 p.m., a variety of entertainers will perform on the main stage. A special seating area will be provided for international visitors and for victims of plant closings and strikers who have been permanently replaced, such as former Greyhound employees who will wear their uniforms.

Details and more details

The Solidarity Day '91 office has worked with the coordinators from the various unions to map out plans and solutions for every facet of the day's event.

Kistler's office is coordinating communications for the event so that unions will not end up leasing walkie-talkies that are on the same frequency as other unions. Further, he noted, unions wishing to use bullhorns must get a permit from the Solidarity office — otherwise, the Park Service will confiscate them, he said.

The Park Service also will not allow the use of any size of balloons, Perkins advised the coordinators group. Small balloons can end up causing pollution problems, he said, and large balloons, if they got loose, could invade the air space at National Airport.

In detailing the actions taken by the federation thus far, Perkins said that some 90,000 posters in two different sizes were printed and distributed that carry the Solidarity Day '91 logo and the motto Solidarity Works. The poster also was included as the centerfold in 60,000 copies of the AFL-CIO News on June 10, and more than 200,000 stickers and 40,000 bumper stickers have been distributed.

Camera-ready art was sent to every affiliate and state and local central body so that individual local unions can print customized items in quantity for their members.

For the camera-ready art or for changes tailored to fit a union, affiliated unions may deal directly with the AFL-CIO's printer, Kelly Press (301/386-2800).

A Solidarity Day '91 video was produced in April and copies are available through the international unions and state and local central bodies. Two audio spots are available to air on local radio stations and the spots can be customized.

Another videotape, a 30-second public service announcement, is now available at television stations throughout the country. State federations are being urged to call the local stations to ask them to play the spot.

To aid the unions in planning for the day, the Solidarity office developed lists of union printers, hotels, restaurants, caterers for providing box lunches and tent leasing firms. A newsletter is being produced regularly to keep union officials advised about the progress.

The U.S. Postal Service also will set up a temporary postal station on the Mall to provide mailing service using a special Solidarity Day '91 hand cancel postmark.

Individual unions reported extensive efforts to get the message out to members, especially in the 15 states nearest to Washington. Coordinators said their unions were using electronic mail, fliers, newsletters and newspapers, videos and telephone banks to reach members.

GAO finds OSHA policies to be insufficient

By Arlee C. Green

A General Accounting Office report confirms what unions and their members have known for a long time — the Occupational Safety and Health Administration's policies are insufficient to assure that workplace hazards are abated after being identified during inspections.

Peg Seminario, director of the AFL-CIO Department of Occupational Safety and Health, said that "while OSHA is taking enforcement actions against employers, it is not doing enough to make sure the hazards are corrected."

"We agree with the report's conclusions," Seminario said. "OSHA needs to improve its system for verifying abatement of job hazards so such violations aren't allowed to continue. All the citations and stiff penalties don't mean anything to workers unless the hazards are removed."

The AFL-CIO has called for far-reaching legislation that would reform the Occupational Safety and Health Act, which Seminario said might be introduced before Congress recesses in August.

The OSH Act, which has not been amended since it was enacted 20 years ago, should be expanded to guarantee workers the right to participate in health and safety committees, to refuse dangerous work and to challenge OSHA penalties that are set too low, Seminario said.

Much-needed reform

The planned legislation also would require OSHA to move more quickly in setting new standards for exposure to dangerous chemicals and updating existing regulations, Seminario said, and would expand the scope of the act to cover public employees and farmworkers.

The GAO report noted that OSHA only does follow-up inspections at about 6 percent of the workplaces where citations have been issued to employers.

The report cited three problems: required follow-up inspections were not done; follow-up inspections were untimely, falling outside the 10-day limit for abatement of the most serious violations; and cases were closed without adequate documentation that hazards had been abated.

OSHA's policies and procedures should be replaced with a regulation requiring employers to submit detailed evidence of what corrective actions have been taken to abate hazards, the GAO said.

The GAO found that OSHA had to issue failure-to-abate notices to 24 percent of the employers it selected for follow-up inspections.

It also cited 11 percent for failing to correct hazards of which they had clear knowledge (willful violations) or for hazards that were essentially the same as ones previously cited (repeat violations).

The report also recommended that OSHA revise its policies so that citations issued to employers at construction sites require correcting the condition, equipment or procedure that created the hazard.

Construction distinction

The GAO noted that OSHA treats construction inspections the same as its does other inspections, citing employers and requiring them to correct the problem. However, once the construction site is no longer in operation, OSHA considers the hazard abated. This "perpetuates the problem," the GAO said. "OSHA needs to confirm abatement of construction hazards in such a way that they will not be repeated at subsequent worksites."

OSHA Administrator Gerard Scannell called the GAO recommendations "valuable," but committed the agency only to report back to the GAO "on our planned actions within six months."

"This is the kind of response we keep hearing from OSHA — they recognize there is a problem, but are not willing to commit to fixing it," Seminario said.

Training study identifies need to involve workers

By Candice Johnson

A Labor Department study on training calls for the "empowerment" of workers in the high-performance workplace of the future and recommends that employers restructure the workplace to allow more opportunity for worker input.

The study, "What Work Requires of Schools," was released by the Secretary's Commission on Achieving Necessary Skills (SCANS), which spent a year studying the changing needs of the workplace and how young persons can be prepared to meet them.

"From a labor perspective, the report is promising because it recognizes the central role that workers can and must play in reshaping the workplace and making the United States more competitive in the global economy," said commission member Paul Cole, secretary-treasurer of the New York State AFL-CIO.

In a statement noting the release of the report, the AFL-CIO said it was important for employers to hear the message of the SCANS report.

The report identifies both the "world-class skills" workers need and the obligation of employers "to utilize these skills," Cole said.

Driving the commission is concern that more than half of the nation's young people "leave school without the knowledge or foundation required to find and hold a good job." Unless this situation is changed, "these young people and those who employ them will pay a very high price," as low skills can lead only to low wages and low profits, the study warned.

The report called for the development of skills and "competencies" for students, as the basis of "workplace know-how."

Foundation skills include expanding reading, writing, speaking, listening and mathematical abilities; learning to think creatively, solve problems and reason; and developing personal qualities of integrity, responsibility and self-esteem.

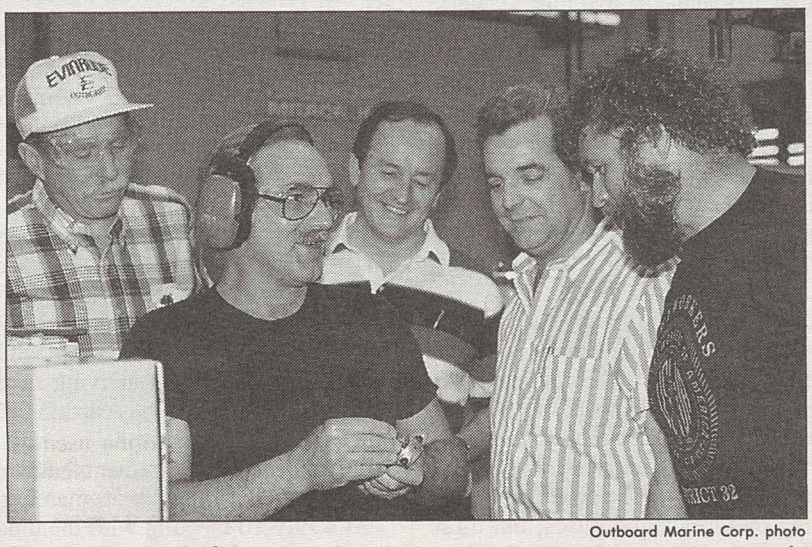
While mastering those skills, students also must become competent in the areas of allocating resources, sharpening interpersonal skills, using information, understanding systems and applying technology, the report said.

The conclusions were based on research, surveys and interviews with business owners, union representatives, managers, public employers and workers.

The commission will continue its research, issuing a final report on how these skills are to be taught and students to be evaluated.

The research indicates that a very different teaching and learning process will be necessary, Cole said, with classrooms likely to undergo the same kind of widespread restructuring that workplaces have.

The commission included representatives from labor, education, business and government and was chaired by former Labor Secretary William Brock.



Outboard Marine Corp. photo

Looking at a new technique in producing outboard motor connecting rods are AFL-CIO economist John Zalusky, operator Jim Walker, Gary Scott of the grievance committee of Steelworkers Local 1302, Harlow Reesburg of the Wisconsin AFL-CIO and Al West of Local 1302.

Training session showcases new approaches, participation

Under a program sponsored by the AFL-CIO and the University of Wisconsin School for Workers, unionists are getting a hands-on look at labor participation in the workplace and different approaches to collective bargaining.

This year's session brought union leaders to Outboard Marine Corp. in Milwaukee, where they reviewed a new production method for an Evinrude outboard motor part. They also discussed how unions negotiate over and work with rapidly changing technologies in the workplace.

The Milwaukee facility, where workers are members of the Steelworkers, has the highest level of productivity, as well as the highest wages of the OMC plants, AFL-CIO economist John Zalusky noted.

Firms visited as part of the four-year program have include Briggs and Stratton, Harley Davidson and Masterlock, with participation by the Allied Industrial Workers, Machinists, Steelworkers and members of the AFL-CIO local at A.O. Smith.

UAW gains major improvements at General Dynamics

By Arlee C. Green

A pair of new three-year contracts covering 4,000 hourly and salaried UAW members at a division of General Dynamics Corp. facilities provide significant wage and benefit gains, the union said.

The accords were ratified by better than a 9-to-1 margin by members who work at Land Systems Division's central office in Sterling Heights, Mich., assembly plants in Warren, Mich., and Lima, Ohio, and a parts facility in Scranton, Pa.

The hourly contract covers skilled and assembly workers, while the salaried agreement covers office and clerical and technical and engineering workers.

Under the agreements, UAW members got a $1,250 signing bonus and a 3-percent pay increase on June 17, 1991. Workers will receive another 3-percent raise June 14, 1993, a 4-percent lump sum payment on June 15, 1992, and quarterly cost-of-living adjustments.

The COLA is based on 1-cent for each 0.3 percent increase in the Consumer Price Index for Urban Wage Earners, with the first adjustment, payable in September 1991, to be applied to the supplemental unemployment benefits fund, the union said.

Dental coverage was improved in both agreements by raising the maximum annual benefit to $1,200 and the lifetime maximum for orthodontia to $1,325. Under the vision care program, the allowance for eyeglass frames will increase on Jan. 1, 1992, from $17 to $35 and for contact lenses from $55 to $85. UAW bargainers beat back stiff company demands for premium sharing, higher deductibles and copayments on medical insurance, the union said.

Life insurance gains included a boost to a maximum of $60,000 coverage for the salaried workers and to $39,000 for hourly employees. Sickness and accident benefits will rise to a top of $431 for salaried and $405 for hourly employees.

The basic pension benefit was increased $2 the first year and will go up by $1 in each of the following two years, so in the final year the benefit level will range from $26.25 to $27 a month per year of service. In addition, current retirees will get three $450 lump-sum payments and surviving spouses will get $270 lump-sums.

Other improvements were in health and safety protections, improvements, in the joint training program and in the grievance language. Child and elderly care were added to the list of acceptable reasons for seeking leaves of absence.

FOCUS

Unions seek alternatives to random drug testing

By Arlee C. Green

While courts have continued to uphold random drug testing of employees, many unions have taken their cases to the bargaining table, developing substance abuse policies to protect their members and to provide rehabilitation for those afflicted by this illness.

The UAW, for example, has developed contract language that includes provisions for employee assistance programs and treatment benefits while continuing to oppose drug testing as an unjust invasion of worker privacy,

Noting that most drug testing is aimed at identifying users of illegal drugs, the UAW says a comprehensive substance abuse policy "must also apply to the 'legal' drugs, such as alcohol, prescribed medicines and over-the-counter medications as well as illegal drugs." Further, treatment, rehabilitation and counseling should be the prime objectives of any testing program, the UAW says.

AFSCME likewise holds that the emphasis should be on "prevention, education and referring employees with difficulties to appropriate assistance programs." It stresses that no drug test should be demanded without probable cause based on facts indicating an employee is "impaired by the use of alcohol or controlled substances."

The Sheet Metal Workers negotiated an industrywide program that provides for pre-employment testing of workers who are not current union members, testing of workers when required in order to bid on specific projects or for probable cause, and establishment of employee assistance programs.

The employee assistance programs, or EAPs, have been the subject of longstanding "model" contracts worked out by the AFL-CIO Community Services Department, whose director Joe Velasquez says has served as a guide for community programs with groups of employers as well as with specific signatories to a collective agreement.

The Government Employees have been involved in numerous court challenges to testing programs ordered by various federal agencies and have succeeded somewhat in limiting the scope of such testing. By representing government employees, AFGE is in a unique position to test programs in court since the U.S. Constitution protects citizens against their government but not against their employers.

A case against testing

In general, however, the courts have been unsympathetic to the case made by workers. Recently, the 9th Circuit U.S. Court of Appeals upheld the random drug testing of railroad workers and reversed a lower court decision blocking the random and post-accident testing required by the Federal Highway Administration.

The AFL-CIO has urged public and private employers that have embarked on programs of random drug testing "to abandon this overboard approach," pointing out that laboratory procedures often are insufficiently regulated and serious questions remain concerning the accuracy of testing.

Horror stories

For a few dollars each, workers can be tested by the immunoassay method, a procedure that produces relatively high "false positive" results. A more accurate method — gas chromatography/mass spectrometry — is much more expensive. It is often used as a follow up for those testing positive, but some employers are willing to fire good workers based on the cheap test, even if the reading was false.

Horror stories abound about workers whose lives were devastated by a "false positive" reading on a drug test. In April 1990, in Pascagoula, Miss., a 55-year-old worker with 17 years at Ingalls Shipbuilding was fired for allegedly tampering with her urine sample.

The worker, a Laborers' member, was fired immediately even though she offered to take another test that day. At the direction of the local union president, she was tested that day at Singing River Hospital, which found her drug free. Despite that, the woman — the sole supporter of three children — was denied reinstatement, remained unemployed for 13 months, eventually lost her car and had all the utilities in her home shut off.

An arbitrator ruled Ingalls had failed to show just cause existed in firing the worker. She was reinstated with full back pay, benefits and seniority.

High cost to employers

The federal government is finding that testing on a wide scale can be very expensive. The House Subcommittee on Civil Service recently reported that federal agencies spent $11.7 million on testing, thus making the cost of finding each drug abuser nearly $77,000. The survey studied 86 executive branch agency drug testing programs and found that of 28,872 employees tested over a one-year period, only 153 tested positive — just 0.5 percent.

In the railway case, the judges held that while the fact of random testing added some weight to the "invasion of privacy side of the Fourth Amendment balance, it was insufficient to tip the scales against the. . .drug testing program." The Railway Labor Executives Association, representing the unions, had argued that testing should be tied to a triggering event, such as a safety violation or accident.

In the FHA case, the Teamsters, RLEA, Amalgamated Transit Union and the Oil, Chemical and Atomic Workers had challenged the constitutionality of the highway program.

The Supreme Court, meanwhile, has upheld the non-random drug testing of those applying for Customs Service jobs and post-accident testing of railway workers. Most recently, it refused to review a lower court decision that federal workers with "secret" security clearance can automatically be required to take drug tests.

That case involved 30 employees in the Executive Office of the President, but could apply to as many as 2 million federal and federally regulated workers, according to the American Civil Liberties Union, which represented the employees.

Protecting rights

At the 1989 AFL-CIO convention, delegates expressed alarm at the "increasing trend by government and some employers to implement random drug and alcohol tests." The convention stressed in a resolution that "it is up to the labor movement to protect its members from alcohol or drug screening which does not respect the rights and dignity of workers."

That trend has continued, according to a 1990 survey of 1,633 companies by the American Management Association, which found that 63 percent use drug tests — an increase of 22 percent over a year earlier. Further, one-third of the companies said they would fire employees who test positive — also a 22 percent increase from 1989.

Convention delegates said workers afflicted by the illness of drug abuse "need, and benefit from, well-conceived and soundly administered treatment programs." They stressed that collective bargaining is the best means to tailor programs that stress prevention and rehabilitation.

"Those who are found to be addicted to alcohol or drugs should receive the treatment they need, rather than the punishment they do not deserve," the convention said.

The testing at those agencies was mandated by President Reagan's September 1986 Executive Order 12564, an action taken even though no proof of drug abuse had been found among federal workers. Then, in 1988, the Drug-Free Workplace Act required federal contractors to establish a drug-free awareness program. From this, federal agencies issued a variety of regulations mandating the testing of contract workers in positions related to public safety or national security.

Public employee unions were the first to challenge these new rules, and other unions have responded as their members have become subject to testing programs. The National Labor Relations Board has made drug testing a mandatory subject of bargaining. But if an impasse is reached, management can unilaterally impose its program.

Pending legislation

Solutions to the problem have remained less than satisfactory in the legislative arena.

In mid-May, the Senate passed S. 676, a bill that would codify the current drug testing standards for the transportation industry. The bill provides for five types of drug testing — pre-employment, periodic, post-accident, reasonable cause and random testing — and mandates drug and alcohol testing for safety-sensitive airline and rail crews, truck and bus drivers and mass transit employees.

The AFL-CIO Transportation Trades Department said the measure, now before the House Committees on Public Works and Transportation, and Energy and Commerce, does not correct the abuses in the system, including the videotaping of employees and firings due to false positive test results.

TTD President Richard I. Kilroy, president of the Transportation Communications Union, said the statistics simply don't demonstrate the need for such extreme requirements. Of the first 78,119 airline employees tested, only 0.28 percent tested positive for drugs and in the railroad industry, the results are below 1 percent, he said.

Employee assistance programs benefit everyone

Recognizing that drug and alcohol abuse is a sickness, unions have sought to assist workers to straighten out their lives through employee assistance programs (EAPs).

EAPs provide counseling, joint labor-management policies to combat drug abuse, and treatment facilities. Community services committees of state and local AFL-CIOs have undertaken these and a number of other activities to coordinate services with the public and private sectors.

"EAPs are the single reason that unions such as the Sheet Metal Workers were able to deal openly and fairly with workers who need professional assistance with an alcohol or substance abuse problem," said Jack McCabe, director of the Alcohol and Substance Abuse Program for the Sheet Metal Workers union and board member of the Employee Assistance Program Association.

Unions have adopted EAPs as a benefit to both labor and management, which have a joint interest in workplace safety and in job performance. But some units of government have also recognized the important role that EAPs can play in the development of productive enterprise.

The Department of Health and Human Services Office of Substance Abuse and Prevention recently awarded a $50,000 Conference Curriculum Development Grant to the George Meany Center for Labor Studies to develop a curriculum for drug and alcohol abuse. The grant will be administered in cooperation with the AFL-CIO Department of Community Services.

Under the grant, an appointed panel of experts will prepare a study exploring several alternatives including employee assistance programs, said Jeffery McDonald, deputy director of the Meany Center. The study will be used at conferences at the Meany Center to assist unions in developing positive programs for drug and alcohol abuse.

For more information about EAPs, contact the AFL-CIO Department of Community Services, 815 16th St. N.W., Washington, D.C. 20006.

ECONOMY

Prices ease as recession drags along

By John R. Oravec

Moderating prices in June emerged as an ironic dividend of the fuzzy economy, which continued to meander from the effects of the year-old Bush recession.

The consumer price index for urban wage earners (CPI-W) rose just 0.2 percent over May as advancing food prices were offset by a decline in energy costs. The current pace of inflation is running well below the 4.5-percent rate from a year ago.

Because of the moderating prices, the Bureau of Labor Statistics found that real average weekly earnings of production and nonsupervisory workers rose 0.9 percent from May. The improvement came from 0.6-percent gains in both weekly hours as well as hourly pay.

Over the year, however, the BLS data showed that real weekly pay was down 1.2 percent. And because of inflation, real weekly pay was 4.6 percent below June 1981, AFL-CIO economist Anne Draper pointed out.

BLS said food prices increased 0.4 percent last month, led by a 4-percent jump in fruits and vegetables. Over the year, food prices were up 3.9 percent.

At the same time, gasoline pump prices dipped 0.4 percent but were 6.4 percent ahead of June 1990. Heating oil prices declined 7 percent in June but were 5.2 percent higher over the year. Gas and electric rates declined 1.3 percent over the month and were just 1.7 percent higher than a year ago.

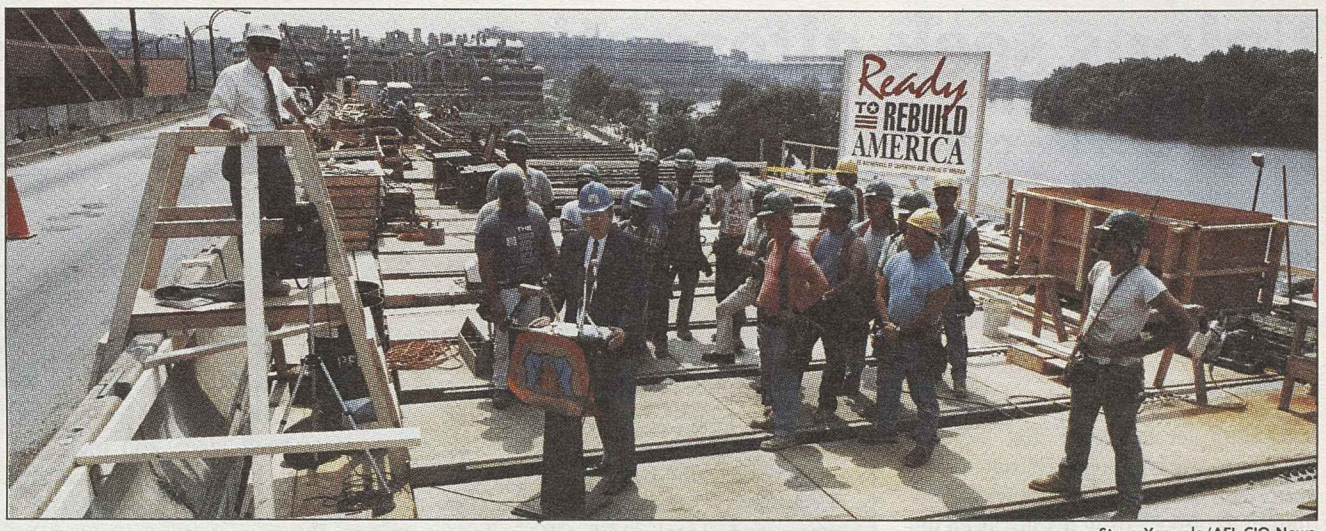
Medical costs up again

Medical care costs continued to pace the faster-rising components of the index — up 0.6 percent from May and 8.5 percent from June 1990.

Also up sharply was the component for miscellaneous goods and services, rising 0.8 percent over the month. Over the month, tobacco prices jumped 2.1 percent and school books and supplies increased 1.5 percent. Tobacco prices were up 12.2 percent over the year and school books were 6.3 percent higher.

In other economic reports:

- Retail sales, which economists in the Bush administration and the private sector had hailed as turning around the recession in May, dropped 0.2 percent in June. The Commerce Department also revised its May increase in sales to 0.8 percent from 1 percent reported earlier. In June, the department found that sales fell in all major categories except in autos and gasoline — both volatile components.
- Industrial production rose 0.7 percent in June to duplicate the May rise, the Federal Reserve Board reported. The index also was up in April 0.5 percent to put the entire second quarter of 1991 on the plus side after two quarters of declines. Despite the gains, the total output of U.S. factories, mines and utilities was 2.9 percent below June 1990, the FRB said. Factory output rose 0.7 percent in June, but was 3.3 percent below the year-ago month.



Steve Yarmola/AFL-CIO News

With the nation's infrastructure crumbling, the Carpenters are "Ready to Rebuild America," IBC President Sigurd Lucassen announced during a June 28 news conference amid construction on the federally funded Whitehurst Freeway rehabilitation project in Washington. Unions are calling for federal programs to generate jobs.

Employment outlook grows more grim

Continued from Page 1

ficially unemployed in June as the jobless rate edged up from 6.9 percent to the highest rate since October 1986, the government's Bureau of Labor Statistics reports.

In the past year, unemployment has increased by 2.2 million with the unemployment rate jumping from 5.3 percent to 7 percent. With the addition of 100,000 to the unemployment rolls in June, "the recession is still worsening, but at a relatively slow rate," said Rudy Oswald, the AFL-CIO's chief economist.

Oswald pointed out that nearly a million workers are listed as "discouraged," and have ceased to look for work, while another 5.7 million workers have been forced into part-time jobs. That means that 15.4 million now are affected by partial or total unemployment.

The outlook is especially bleak for the long-term unemployed, whose number jumped 13 percent to 1.2 million from May to June — 76 percent higher than in June 1990. These job seekers have been out of work for more than six months, exhausting basic unemployment benefits.

The AFL-CIO has testified in favor of unemployment insurance reform, including provisions to make it easier for states to qualify for extended benefits to assist the long-term unemployed. Legislation introduced by Rep. Thomas Downey (D-N.Y.) and Sen. Donald Riegle (D-Mich.) would loosen the trigger for extended UI benefits, but both bills (H.R. 1367 and S. 1296) are languishing in committees.

"We have urged the House Ways and Means Committee to move on the Downey legislation," said Bill Cunningham, AFL-CIO legislative representative. "It is important that we get permanent reform of the benefits program, and not some short-term solution."

Under the current formula, only eight states plus Puerto Rico have qualified for extended benefits during the current recession. Four of those states — Michigan, Massachusetts, Oregon and West Virginia — recently became ineligible to offer extended benefits.

West Virginia has the highest unemployment rate in the nation at 9.7 percent. Among the 11 largest states, unemployment stood at 9.5 percent in Massachusetts, 9.1 percent in Michigan and 5.6 percent in Texas.

Reagan cutbacks

Because state UI programs were cut severely during the Reagan administration, only about 37 percent of the unemployed are eligible for basic benefits — $170 a week for 26 weeks — compared to 75 percent in the 1970s. Only one in 10 of the long-term unemployed gets extended benefits, which last up to 13 weeks.

Under the Downey and Riegle bills, claimants could receive up to 20 weeks of additional benefits in states with total unemployment rates of at least 8 percent, 15 weeks in states with at least a 7 percent unemployment rate and 10 weeks in states with at least a 6 percent unemployment rate.

Sarbanes, in promising to renew the push for the UI reform bills, took issue with the Bush administration's frequent characterization of the recession as "short and shallow."

"The nation is being mesmerized by the short and shallow characterization, which is inaccurate," Sarbanes said. "It is being used to preclude action on unemployment insurance."

The decline in manufacturing continues to plague the employment picture, with 50,000 jobs lost in June. In addition, 30,000 jobs were lost in wholesale and retail trade, 10,000 in government, and 8,000 in finance, insurance and real estate. The service sector, however, showed a strong gain of 70,000 jobs, of which 40,000 were in health services.

The weakening in the public-sector job market is likely to continue in coming months as states and cities continue threats to lay off workers in the face of budget deficits. If the current trends continue, AFSCME President Gerald W. McEntee predicted, as many as 200,000 public employees could be out of jobs, which would in turn push the unemployment rate much higher.

Testifying before the JEC, BLS Commissioner Janet Norwood sought to minimize the unemployment rise, saying that "the June data point to a labor market that has stopped deteriorating." She cited the expanded workweek (of two-tenths of an hour) and the leveling off in construction and retail trade.

Still, unemployment continued to rise for nearly all groups within the population, Oswald pointed out. The unemployment rate for whites stands at 6.2 percent; for blacks at 13.1 percent; and for Hispanics at 9.8 percent.

California raids employee pension fund

California's public employee unions are girding for a long fight with the state's governor over control of the state's $63 billion employee pension fund.

"This is very political. He wants control...but we're going to fight it. We're not going to let up," said Sherrie Golden, chief legislative advocate for the California State Employees Association, which is Service Employees Local 1000.

Republican Gov. Pete Wilson tried unsuccessfully to pack the board of the Public Employees Retirement System (PERS). Currently, PERS members elect six of the 12-member board. Four are appointed by the governor and two are elected officials.

The new state budget allows Wilson to appoint an independent actuary to set actuarial assumptions and employer contribution rates for the system.

"He's trying to do through the back door what he couldn't through the front door," said Dean Tipps, executive secretary-treasurer of SEIU's California State Council.

The fight arose when Wilson sought authority to use $1.6 billion in surplus pension funds to balance the state's budget. Although he won that fight, he lost the vote to control the board.

The governor could raid the system again, Tipps and Golden said, by having his hand-picked actuarial firm adjust the employer contributions and required rates of return, either lowering or raising the surplus.

Another change opposed by labor was the elimination of a special fund that guaranteed retirees they would maintain 75 to 80 percent of the original purchasing power of their pensions. The special fund was replaced by a formula which allots 1.1 percent of the excess earnings of the system to guarantee the purchasing power.

Newsmakers

Charles D. Gray has been named U.S. Worker Delegate to the International Labor Organization. He succeeds **Jim Baker,** who will leave his post in Paris as AFL-CIO European Representative to become executive assistant to AFL-CIO President **Lane Kirkland** after the federation's 1991 convention. Gray has been executive director of the Asian-American Free Labor Institute since 1985 and has been with AAFLI for 20 years. He began working in the labor movement in 1954 in Ohio as a member of the Retail Clerks International Association, now the Food and Commercial Workers. In 1959, he began a 12-year stint working in Europe on the staff of the International Federation of Commercial, Clerical and Technical Employees. He eventually became assistant secretary-general of the organization. He left that post to join AAFLI.

A call for a special general convention of the Painters union was issued July 5 by President **William A. Duval** in a letter to all locals and district councils. Duval said the convention would be used to inform members "of problems within their organization and to propose a course of corrective action." Duval said "mandates issued at our 1989 convention have been overturned and repudiated by a faction of the IBPAT General Executive Board." He cited "substantial dues increases" voted by the convention for specific purposes and said "those monies are not now being utilized for the purposes for which they were voted." No date has been set for the special convention.

William J. Klinefelter of the Teamsters has been named legislative director of the AFL-CIO's Industrial Union Department. He succeeds **Barbara Warden,** who is joining the legislative staff in the UAW Washington office. Klinefelter joined the Steelworkers as a staff representative in 1975. In 1980 he became a USWA legislative representative. From 1986-87 he was a mediator in the hazardous waste cleanup industry. He was senior legislative representative with the National Wildlife Federation from 1988-90, when he joined the Teamsters as a legislative representative.

Mine Workers Secretary-Treasurer **John J. Banovic** has announced his retirement effective July 31. **Jerry Jones,** 52, president of the UMWA's Illinois-based District 12, will fill out the rest of the term. Banovic, 62, was first elected in 1982 after more than two decades of service to the UMWA.

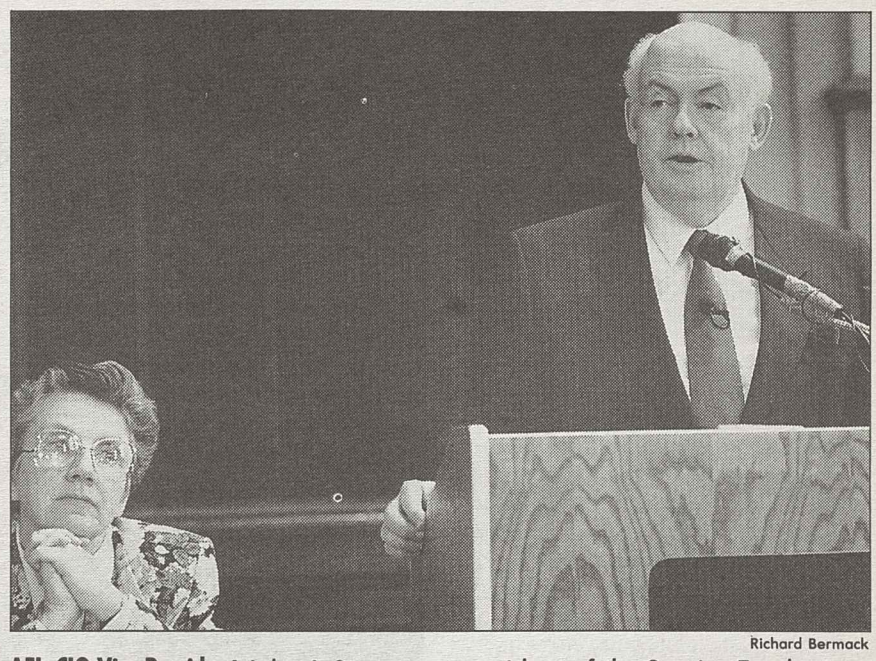
Ben Albert is retiring July 31 after 29 years as communications director of the AFL-CIO's Committee on Political Education. Albert began his labor career in the 1950s as a member of the Laborers. He worked as a labor journalist for several years. In 1959 he became a legislative aide to Sen. Stephen Young (D-Ohio), where he worked until 1962, when he came to COPE.

Nelson Mandela was elected president of South Africa's African National Congress. The anti-apartheid political organization also elected **Cyril Ramaphosa,** head of the national Mine Workers union, as secretary-general.

AWARDS

The NAACP presented AFL-CIO Civil Rights Director **Richard Womack** with the Roy Wilkins Award at its national convention in Houston. The award, presented during the annual Labor Luncheon, is given to a trade unionist who has consistently supported the NAACP's programs and helped promote its relationship with the labor movement nationwide.

UAW President **Owen Bieber** and AFSCME Secretary-Treasurer **William Lucy** received the NAACP's Distinguished Trade Unionist award. **Ken Young,** who is retiring later this year as executive assistant to AFL-CIO President Lane Kirkland, received a special award for his long commitment to the fight for racial equality and justice. Also receiving awards for their dedication to the NAACP's goals were **Leon Lynch,** vice president of the Steelworkers; **Leonard Ball,** retired executive assistant to Lucy; and **Annie B. Martin,** AFL-CIO Community Services liaison with the American Red Cross.



Richard Bermack

AFL-CIO Vice President John J. Sweeney, president of the Service Employees, opens the George Meany Center's western semester at the University of California at Berkeley on June 2. Seated at left is Dorothy Shields, director of the AFL-CIO Department of Education. The first-time West Coast session was highly successful, said Meany Center Director Robert Pleasure.

DEATHS

Morris Paladino, former executive director of Asian-American Free Labor Institute, died July 2 of heart failure in Bradenton, Fla. He was 71.

Paladino began his labor career in 1937 with Ladies' Garment Workers Local 91. He eventually worked with the Inter-American Regional Organization, the American Institute for Free Labor Development, and the International Confederation of Free Trade Unions.

He was named head of AAFLI in 1970 and served in that post until his retirement in 1985.

The family requests that in lieu of flowers, contributions be made to the Bradenton chapter of the American Heart Association and the American Foundation for AIDS Research.

Ruth Taylor, executive secretary to three successive COPE directors, died July 4 after a long illness.

Taylor retired in 1989 after spending 41 years in the labor movement. She went to work for the AFL Labor's League for Political Education in 1948 and joined COPE when it was born of the merger between the CIO and AFL. She served as executive secretary to COPE directors **Jim McDevitt, Al Barkan** and **John Perkins.**

Resources

The **Funding Partnership for People with Disabilities,** a consortium of nineteen private grantmakers, will award $1 million to non-profit organizations that work to increase employment and independence of people with disabilities. The deadline for proposals is Sept. 16, with awards to be announced by participating funders between November and February. For information contact the Funding Partnership for People with Disabilities at 1-800-ADA-3885.

CONFERENCES

The Southern School for Union Women, sponsored by the AFL-CIO and the University and College Labor Education Association, will be held Aug. 11-16 at the George Meany Center for Labor Studies. A $375 fee per person includes room, board and all materials. For more information contact Lynee Mingarelli at 301/431-6400.

Convention Calendar

This is a list of conventions and conferences scheduled for 1991 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 22-26	Longshoremen	San Juan, P.R.
July 22-26	Railroad Signalman	Las Vegas
July 25-28	TV & Radio Artists	Washington
July 31-Aug. 4	School Administrators	San Francisco
Aug. 1-3	Nevada	Las Vegas
Aug. 5-9	Iron Workers	Las Vegas
Aug. 11-18	Boilermakers	Las Vegas
Aug. 12-16	Plumbers & Pipefitters	Las Vegas
Aug. 12-16	OCAW	Denver
Aug. 19-23	Locomotive Engineers	Cleveland
Aug. 20-22	Iowa	Waterloo
Aug. 21-24	Texas	Austin
Aug. 23-24	Wyoming	Casper
Aug. 26-30	Sheet Metal Workers	Montreal
Aug. 26-30	Government Employees	Anaheim, Calif.
Sept. 16	Allied Industrial Workers	St. Louis
Sept. 9-20	United Transportation Union	Honolulu
Sept. 9-12	Laborers	Las Vegas
Sept. 13-15	Vermont	Rutland
Sept. 19-21	Washington	Everett
Sept. 19-21	North Dakota	Jamestown
Sept. 20-21	Rhode Island	Providence
Sept. 22-25	Minnesota	Minneapolis
Sept. 23-25	Nebraska	Grand Island
Sept. 23-25	Oregon	Portland
Oct. 2-4	Kansas	Topeka
Oct. 5	Delaware	Rehoboth Beach
Oct. 7-11	Carpenters	Atlantic City, N.J.
Oct. 7-11	Electrical Workers	St. Louis
Oct. 16-18	North Carolina	Charlotte
Oct. 21-23	Alabama	Birmingham
Oct. 23-25	West Virginia	Charleston
Oct. 25-27	New Hampshire	Conway
Oct. 27-30	Tennessee	Knoxville
Oct. 28-31	Train Dispatchers	Las Vegas
Oct. 29-31	Flight Attendants	Honolulu
Nov. 13-15	Maine	Rockport
Nov. 20-22	Oklahoma	Oklahoma City

AFL-CIO Meetings

July 21-26	Community Services	Washington
July 30-Aug. 1	AFL-CIO Executive Council	Chicago
Aug. 31	Solidarity Day	Washington
Sept. 5-7	DPE Women's Conference	Washington
Oct. 3-4	PED Convention	Atlantic City, N.J.
Nov. 6-10	Conventions of Union Label, DPE, Maritime departments and ILCA	Detroit
Nov. 11-14	AFL-CIO Convention	Detroit

Ravenswood Steelworkers get international support

NLRB complaint to cite company for unfair practices

By Muriel H. Cooper

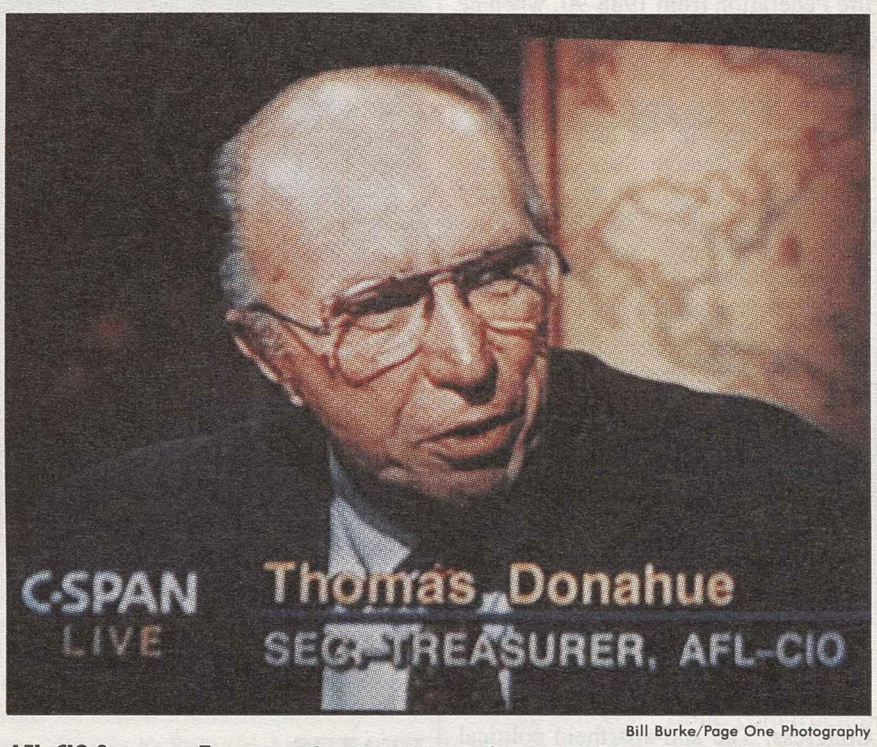
The case against Ravenswood Aluminum Corp., which has locked out and "permanently replaced" 1,700 Steelworkers, was taken to the European Parliament by the International Metalworkers Federation (IMF), which has charged the Swiss parent company with unfair labor practices at its American subsidiary.

The complaint by the Geneva-based IMF was against Marc Rich Group of Zug, Switzerland, one of the country's richest and most secretive companies and the owner of RAC in West Virginia. The IMF is hoping that the Swiss government will assist in settling the seven-month U.S. labor dispute.

The complaint also calls for a clearer picture of what IMF General Secretary Marcello Malentacchi describes as "one of the most secretive and wealthy multinational companies in the world." Rich, president of the company that bears his name, has been under indictment by a U.S. court on racketeering, fraud and tax evasion charges.

Meanwhile, the National Labor Relations Board will issue a complaint charging RAC with unfair labor practices.

The board informed the USWA that the complaint will seek an order requiring that all union members be returned to their jobs with full back pay for any lost wages and benefits retroactive to Nov. 1, 1990, the day they were locked out.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue, appearing on a live C-SPAN national phone-in show July 16, called attention to the plight of 1,700 Steelworkers who have been "permanently replaced" by Ravenswood Aluminum Corp. in West Virginia.

The complaint will charge RAC with locking out the workers and with unilaterally implementing its final contract offer on Nov. 29, 1990 without reaching an impasse in bargaining.

The complaint also will allege that RAC permanently replaced the striking workers on Dec. 3, 1990.

Noting that the NLRB came on the same day the House of Representatives approved a bill banning the "permanent replacement" of strikers, USWA President Lynn Williams said: "If this bill had been law last year, perhaps the company would have been fair-minded about its obligations to its workers and settled this dispute reasonably."

On another front in the widening Steelworker effort to tell the Ravenswood story, members picketed the U.S. mint in Philadelphia July 11 to protest the letting of a $9 million federal contract to Clarendon Ltd., part of the Marc Rich Group.

USWA called attention at the rally to the outrage of a federal contract supporting a fugitive from justice and pointing out that by "filling Clarendon's coffers, the U.S. Mint is helping sustain the lockout of American workers at Ravenswood."

Several months ago, the Steelworkers sent a group to demonstrate at the Rich Group headquarters in protest of the stalemate. One of their concerns is worker health and safety in the plant.

Two months ago, RAC management turned away Occupational Safety and Health Administration inspectors, but recently agreed to allow OSHA officials to investigate the complaints.

The agreement with OSHA, which comes more than a month after RAC refused entry to the inspectors, doesn't sit well with the workers whose safety needs were a primary concern during bargaining that the company ended with the lockout in November 1990.

Charles McDowell, an official with Steelworkers Local 5668, charged that RAC used the monthlong delay to "clean everything up" before allowing the inspectors on the property. Since new owners purchased the plant two years ago, five RAC workers have died — the worst known fatality rate at any U.S. metal plant. Two workers were injured just two months ago.

OSHA also has been charged with "laxity" in probing allegations of health and safety violations at the plant by members of the House Education and Labor Subcommittee on Health and Safety. Sy Holzman, the committee's staff director, questioned why OSHA would have to negotiate with the company to inspect the plant.

INSIDE

VOLUME 36, NUMBER 15
JULY 22, 1991

AFL-CIO NEWS

1 ***Striker replacement wins big in House***

In a major victory at the end of a determined campaign, the House overwhelmingly approved H.R. 5, the Workplace Fairness bill, which bans the "permanent replacement" of strikers.

2 ***South Africa sanction lifting 'premature'***

The AFL-CIO condemned the president's decision to withdraw sanctions against South Africa's apartheid government as premature because all the conditions have not been met.

4 ***Health costs threaten U.S. living standard***

Citing runaway costs and lack of coverage, Steelworkers President Lynn Williams tells Congress that action is needed to prevent a deeper national health care crisis.

1 ***Solidarity Day '91 is labor of love***

Showing that "Solidarity Works," hundreds of workers have put in months of hard work to master the enormous amount of details needed to make Solidarity Day '91 a success.

4 ***Scardelletti elected new president of TCU***

The Transportation Communications Union elects Robert Scardelletti its new president as union conventions are in full swing. For a full listing, see calendar on Page 11.

8 ***GAO: OSHA policies inadequate for safety***

A government report concludes that the Occupational Safety and Health Administration's policies are not strong enough to guarantee that known workplace hazards are abated.

UNION YES

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AFL-CIO NEWS

VOLUME 36, NUMBER 16 AUGUST 5, 1991

After passing the House, the Workplace Fairness Bill, S. 55, faces a tough test in the Senate. **See Page 4.**

AFL-CIO opposes Thomas nomination

By Michael Byrne
Chicago

The AFL-CIO will join with the NAACP and other traditional civil rights allies to actively oppose President Bush's nomination of Clarence Thomas to succeed Thurgood Marshall on the Supreme Court.

''Nothing in Judge Thomas' short judicial career, in his time as a government official, in his writings or in his statements, provides any basis for believing that he can rise above his ideological biases and render the impartial justice we expect of the nation's highest court,'' the Executive Council said in a statement.

The council noted that Thomas, while head of the Equal Employment Opportunity Commission, attacked affirmative action programs as ''social engineering'' and embraced an ideology ''that views unfettered markets and private property as sacrosanct.''

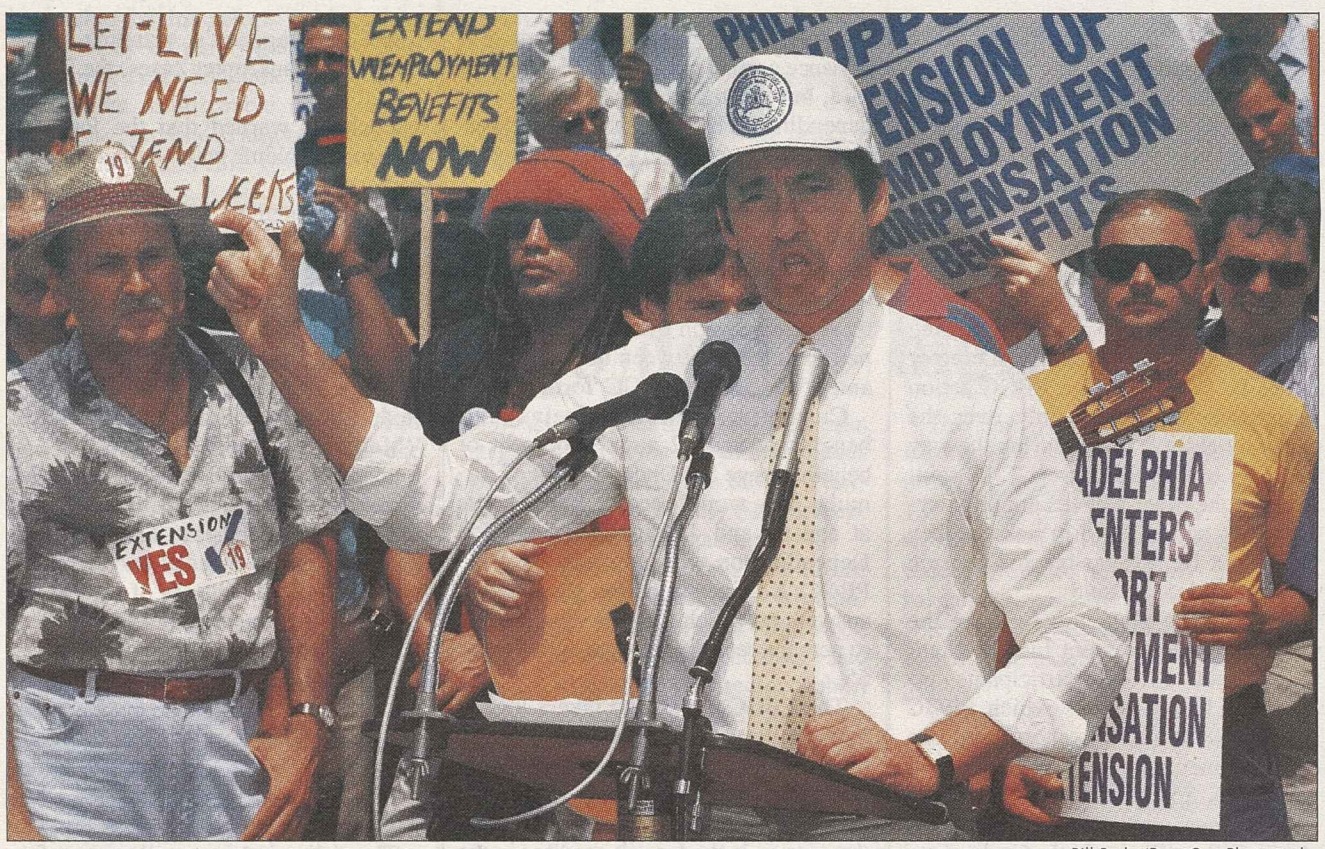
AFL-CIO President Lane Kirkland told a news conference that a detailed federation study of Thomas' rulings and statements indicate ''a predilection to elevate property rights over human rights.''

''Judge Thomas believes that unfettered markets and private property rights are sacrosanct. We do not,'' Kirkland said. ''We believe that a society can and should soften the harsh edges of a market economy to allow wage earners and the less privileged to share in the nation's economic well-being.''

Kirkland also criticized Thomas's suggestion that the minimum wage ''is a factor contributing to the unemployment of black youths. This suggests to us that he would believe in a differential wage for minorities and does not accept the proposition that there ought to be a fair and decent minimum below which people should not be expected to work.''

In addition to rejecting the Thomas nomination, the Executive Council called on Congress and the administra-

Continued on Page 6



Bill Burke/Page One Photography

Jobless workers from the East Coast corridor rally on the steps of the Labor Department in Washington to press for the extension of benefits for the long-term unemployed. Rep. Thomas Downey (D-N.Y.), a key sponsor of the House legislation, assails opposition of the Bush administration to the benefits extension and calls for immediate congressional action on the measure. The Senate overcame delaying tactics by opponents to pass extended benefits, and the House followed suit with similar legislation before the August recess. **See Page 10.**

Strong OSHA reform bills introduced

By Arlee C. Green

Labor-supported legislation to reform the Occupational Safety and Health Act was introduced in the Senate and House, aimed at expanding both the act's coverage and the role that workers have in assuring safe and healthful workplaces.

The nearly, identical bills, S. 1622 and H.R. 3160, also would revamp the Occupational Safety and Health Administration's standard-setting and enforcement activities. The sponsors are Sens. Edward Kennedy (D-Mass.) and Howard Metzenbaum (D-Ohio) and Rep. William Ford (D-Mich.)

At a Capitol Hill press conference, Metzenbaum, an author of the 1970 law, said that ''too often today the workplace is a 'little shop of horrors.' Forty workers a day are killed on the job — one every 36 minutes. Every 13 seconds another worker is disabled.''

Metzenbaum said he was hopeful that the bills would be enacted during this session of Congress. Asked about the administration's position on the bills, he said there has been ''no response'' whether it would support the reforms.

Kennedy, a co-sponsor of the 1970 job safety act, said much has been learned about occupational injuries and illnesses over the past 20 years. It is clearly evident that there are ''serious weaknesses in the law,'' he said. In underscoring the worker involvement in job safety and health, Kennedy noted that Oregon and Washington already require joint safety committees, as do many European countries.

Aware of the knee-jerk reaction businesses might have to an improved OSHA, Kennedy pointed out that workplace injuries and illnesses now cost the nation nearly 2 percent of the gross national product, or $84 billion — $31 billion for medical care and $53 billion

Continued on Page 8

Justice is Solidarity Day '91 goal

By Michael Byrne
Chicago

American workers, confronted by an increasingly hostile climate for organizing and bargaining, will march on Washington Aug. 31 in a Solidarity Day '91 demand for justice and equal protection under the nation's labor laws.

The core issues infusing the spirit of Solidarity Day '91 are the ban on the permanent replacement of strikers, national health care reform and the quest for full freedom of association and trade union rights at home and throughout the world.

''In addition,'' AFL-CIO President Lane Kirkland said, ''this demonstration will focus on labor's other traditional goals — jobs for those who want to work, a safe workplace, child care, civil rights and a safe and clean environment.''

Local unions mobilize, Page 4

Labor law reform, including the current legislation to ban the ''permanent replacement'' of strikers, is among the issues labor will dramatize and punctuate with a massive rally that expects to ''convince our national leaders that this trade union movement is united and determined to prevail on these critical issues,'' Kirkland told a news conference during the federation's midsummer Executive Council meeting.

The nation has seen years of erosion of worker rights as the law ''has been changed repeatedly at the importunities of the more retrograde elements of the employer community,'' Kirkland said.

As one example, Kirkland noted that an employer can get immediate relief, through court injunction, on an unfair labor practice charge against a union,

Continued on Page 4

Rail unions condemn 'shameful' board rulings

By Arlee C. Green

Railroad union leaders assailed the binding recommendations of a special board that locked them into new contracts without modifying the devastating work rule changes made by a presidential emergency board in January.

The special board, set up by Congress April 18 in legislation designed to shutdown a day-old nationwide strike against the nation's freight lines, issued its recommendations July 18. More than 235,000 workers had been on strike.

Empowered solely to consider union and management challenges to the report of Presidential Emergency Board No. 219, the three-member special panel heard and rejected more than 40 challenges from eight rail unions concerning recommendations in the emergency board's report. Management had said it was basically satisfied with the emergency board recommendations.

Robert O. Harris, chairman of the emergency panel, also chaired the special board, which essentially rubber-stamped the recommendations of the presidential board. In its report, the special board said that "evidence and argument in support of the modifications was insufficient, in each and every respect, to rebut the statutory presumption of validity" of the original wage and work rule recommendations.

The United Transportation Union, Locomotive Engineers and the Maintenance of Way Employees were the most severely damaged by the outcome of the binding recommendations, as the stringent work rule changes will result in either a loss of jobs, longer hours for less pay or conditions requiring members to work possibly thousands of miles from home for months at a time.

BLE President Larry McFather called the special board report "completely unfair to the locomotive engineers, a corruption of Congress's intent and a shame on the Bush administration."

He said engineers would lose $5,000 a year in pay because of increases in the basic workday.

BMWE President Mac Fleming said, "The outrageous presumption by the special board that no relief is needed flies in the face of reality. The carriers have stonewalled for three years and now have been rewarded for it."

At the UTU, elimination of a brakeman position could cost the union a quarter of its membership. When the board's recommendations were released, a UTU spokesman said, "It's a black day for the UTU and all of rail labor."

The UTU has since challenged the constitutionality of the legislation setting up the special board. The suit, filed July 29 in the U.S. District Court for the District of Columbia, seeks an injunction to block the contract recommendations from taking effect. The suit says the government violated the Fifth Amendment of the Constitution regarding due process and exceeded its power under the commerce clause of the Constitution.

The suit uses language from the emergency board's report that it had no jurisdiction over the crew, but decided rather than "dropping the matter on legal grounds," recommended that carriers take up the issue in local bargaining.

The union holds that this violates the crew-size agreements the UTU had with many carriers, making it an unconstitutional "taking" without due process.

The rail carriers also filed suit in the same court seeking an affirmation of the constitutionality of the statute establishing the board.

The 10 rail unions had participated in the negotiations with the National Railway Labor Conference, representing the major carriers, for new contracts since early 1988. The unions considered the emergency board's recommendations so damaging and pro-management that they served strike notice in hopes of getting the carriers back to the table.

In the final hours before the strike, three unions — Railroad Signalmen, Train Dispatchers and the Transportation Communications Union's white-collar and clerical division — essentially agreed to the conditions in recommendations and settled. The remaining unions — TCU's Carmen division, Locomotive Engineers, Maintenance of Way Employees, Boilermakers, Electrical Workers, Firemen and Oilers, Sheet Metal Workers, and the United Transportation Union — struck on April 17.

The contracts now in force run through January 1995 and provide 3 percent pay increases on July 1, 1991 and June 1, 1993, a 4 percent raise on July 1, 1994, lump-sum payments equal to 3 percent of annual pay on July 1, 1992, Jan. 1, 1993, and Jan. 1, 1994, as well as a $2,000 lump-sum signing bonus in lieu of retroactive pay back to 1988.

Pan Am bailout will cost thousands of union jobs

By James B. Parks

If Pan Am Airlines is restructured, thousands of workers could lose their jobs, but their pensions will be protected under federal provisions.

Several restructuring proposals are on the table, including one by Trans World Airlines and another by Delta. The plans involve the sale of some of Pan Am's assets and the reorganization of the remainder of the company.

If either proposal is accepted, "thousands of people are going to go out the door," said John Kerrigan, secretary-treasurer of the Transport Workers and director of the union's airline division.

The situation is "very fluid," said Marv Griswold, director of the airline division for the Teamsters. "Unfortunately the bottom line is that jobs will be lost," he said. "We are trying to insure that the maximum number of jobs will go along with the sale of Pan Am's assets."

Griswold and Kerrigan said their unions are not supporting any restructuring plan at this time. When the final proposals are presented, both said they would back the one that produces the most jobs.

As far as pensions, the Pension Benefit Guaranty Corp. July 24 moved to protect about 35,000 Pan Am employees and retirees with a bailout of the company's pension plans.

The PBGC asked a federal court in New York to terminate two underfunded plans after the airline missed several pension fund payments. Pan Am immediately challenged the takeover. The court has set a Sept. 13 hearing on the case.

"Pan Am acted in an irresponsible manner by seeking to delay the hearing date," said PBGC Executive Director James B. Lockhart. The PBGC action "eliminates the uncertainty over the pension liability, thus clearing the way for sales of Pan Am assets," he said. Because the other airlines are only trying to buy part of Pan Am's assets, they would not be responsible for pension plan liabilities, he said.

The pension plans involved are the Cooperative Retirement Income Plan, with about 34,000 participants including 11,000 retirees which PBGC says is $800 million short, and the defined benefit plan for flight engineers, which has 750 participants including 550 retirees and is underfunded by about $40 million. Both funds were frozen in 1983.

The PBGC's maximum monthly guarantee of $2,250 will cover full retirement payments for virtually all the members of the cooperative plan. Some younger flight engineers may experience a small loss, a PBGC statement said, but the amount may be increased depending on how much the agency recovers on its claims in the bankruptcy court.

The PBGC is still reviewing a third Pan Am pension plan covering 2,300 pilots, but has not taken any action.

Both Kerrigan and Griswold said there is confusion over what will happen to persons between the ages of 55 and 65 under the PBGC formula.

Currently, retirees receive full benefits at age 62 and 79 percent of benefits at age 55. Under the PBGC formula, they would receive full benefits at age 65 and 45 percent at age 55. Depending on who you talk to at the PBGC, Kerrigan said, you get different answers on which formula would apply to persons retiring between ages 55 and 65.

The PBGC expects to take a loss of $600 million on Pan Am pensions before any recoveries, Lockhart said. The agency is trying to recover its claim in the bankruptcy court. Lockhart said the agency is the largest creditor in the case and hopes to win the largest settlement.

The Pan Am pension problems highlight the need for Congress to make changes in the bankruptcy laws to improve the agency's standing as a creditor in bankruptcy cases, the PBGC said.

Lockhart warned that the Pan Am pension problems may be the tip of the iceberg.

"Unfortunately, Pan Am is not our only problem. The airline industry is undergoing restructuring, and there are several other carriers whose underfunded pension liabilities are a major concern," he said.

The real culprit, however, Griswold said, is deregulation of the airlines. "Make no mistake about it, underfunded plans are the effect of deregulation," he said. Carriers are attempting to cut corners and they are underfunding pensions to cut costs and there will be more fallout and loss of jobs as the impact of that underfunding takes hold, Griswold said.

Kerrigan agrees. There will be jobs lost and other fallout no matter what happens at Pan Am and other already bankrupt airlines. But once the issues in those plans are settled, then the worst will be behind us, he said.

The airline industry will get to a few players, but they have well-funded plans, he said. However, most of them have defined benefit plans which could become a problem if the company has a financial decline, Kerrigan said.

AFL-CIO NEWS

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LEGISLATION

Health care reform plans offered

AFL-CIO welcomes initiatives in House, Senate

By Candice Johnson

Comprehensive health care reform proposals were introduced in both the House and Senate during the final hours before Congress's August recess.

AFL-CIO President Lane Kirkland said the federation welcomed the efforts by Rep. Dan Rostenkowski (D-Ill.) and Sen. Paul Simon (D-Ill.) to "reform our nation's failing health care system" and invited all involved parties and the Bush adminstration to join in the effort.

Both plans make considerable progress toward the kind of comprehensive health care reform the AFL-CIO has endorsed — based on the principles of access, quality and cost containment.

Rostenkowski's reform package is built on the "pay or play" model that requires employers to offer health care coverage to workers or to pay into a fund that will provide benefits to the pool of uninsured persons.

Both the Rostenkowski package and Simon's amendment to the Senate leadership health reform proposal — also a "pay or play" plan — include mandatory cost containment measures.

Effective, enforceable cost control measures "are key to any restructuring of the U.S. health care system," Kirkland said.

Both measures would establish an independent commission to set annual cost targets with various types of providers, including hospitals and physicians. The Department of Health and Human Services would set actual provider rates consistent with those targets.

The AFL-CIO Executive Council in February called for a commission — with consumer, labor, management, government and provider representatives — to administer a single national cost-containment program. This commission would negotiate payment rates, set targets for spending increases and establish a capital budgeting system.

The AFL-CIO also has called for reform that lowers the age of Medicare eligibility from 65 to 60, which is a key aspect of both the Rostenkowski and Simon plans.

Lowering the Medicare eligibility age is "a needed step. . . to ensure a fairer distribution of the cost of providing retirees with the health security," Kirkland noted.

The congressional action would alleviate a major problem unions and employers are encountering at the bargaining table by proposing to cover retiree health needs through a public plan.

Currently, employers who provide coverage for retired workers and their families are disproportionately penalized, and find themselves at a growing disadvantage to companies that do not offer retiree coverage.

The Rostenkowski proposal establishes a Medicare-type public plan covering low-income families and workers not offered benefits by their employers and calls for a progressive tax-based finance structure. Both bills offer separate reforms for small employers and groups — those with fewer than 100 employees.

At a news conference during the Executive Council session in Chicago, Kirkland said health care reform must be built on an enforceable system of cost control, because the current staggering increases in health care costs are "undermining the value of health insurance plans that are in existence."

"We want a practical approach that will give us practical relief" encompassing the three principles the AFL-CIO has set — quality, access and cost control, Kirkland said, noting that the federation is talking to "all the players" about legislative proposals.

AFL-CIO Vice President John Sweeney, who chairs the committee on health care, told the Executive Council that the federation and several affiliates are working to find common ground with employers who are grappling with rising costs. Steelworkers President Lynn Williams reported that a meeting with five major steelmakers have resulted "in a set of principles, including an agreement for strong cost containment."

Gas tax-rise fears detour highway bill

By Mike Hall

A revolt by rank-and-file House Democrats over one of the funding mechanisms for a new, five-year, $153.5-billion highway bill stalled consideration of the legislation until September.

The bill, H.R. 2950, strongly backed by the AFL-CIO, would create some 2 million jobs during the next five years and help rebuild crumbling highways, bridges and transit systems. The legislation provides $121.5 billion for highway construction and repair and $32 billion for mass transit construction and expansion.

But one of the key elements of the legislation, a five-cents-a-gallon increase in the gasoline tax, also was the key element in the Democratic members abandoning the bill. Many states already have increased gasoline taxes in the face of growing economic problems on the state level and representatives said they were hesitant to increase the levy any further.

House Speaker Tom Foley (D-Wash.) countered that "We are not talking about a gasoline tax for its own sake, but. . . tied to a very large and effective infrastructure proposal that is much more dramatic and dynamic than the administration's."

A recent poll showed that 55 percent of all Americans would support a nickel gas tax increase if it was used for highway and transit programs. The poll, conducted by Transit NOW, also noted that the support for the increase is uniform among differing party affiliation and regions of the country.

While the full Public Works and Transportation Committee reported the bill by an overwhelming 49-7 bipartisan margin July 25, the Ways and Means Committee approved the bill by a narrow 19-17 vote at its July 31 mark up, disagreeing over the gas tax.

"Study after study throughout the last decade have documented the frightening decline in America's highways, bridges and transit infrastructure," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members. "The need for this legislation is simply overwhelming in every region of our nation."

The Senate passed a $123-billion highway bill in June. When the House returns in September it will face three likely scenarios: consider H.R. 2950 without a gas tax; consider a new and rewritten bill or simply reauthorize highway programs for one year. Transportation programs under the last five-year reauthorization will expire Sept. 30, the end of the fiscal year.

Certain elements from H.R. 2950 are expected to remain in the legislation when the House returns. Like the Senate bill, H.R. 2950 set new ways to distribute funds to the states, including the establishment of Metropolitan Planning Organizations (MPOs), which in the House bill would determine how two-thirds of a state's transportation money is spent, on highways or mass transit.

The AFL-CIO will work to maintain H.R. 2950 provisions that, unlike the Senate version, gives organized labor a seat at the table where the money will be divided by requiring the MPOs to consult "with any affected employee representatives" during their determinations on how to allocate the funds.

The House bill also contains stronger labor provisions covering Davis-Bacon prevailing wage protections and Section 13C labor protections for transport workers. The 13C provisions protect transit workers and their collective bargaining rights from adverse impacts, when transit system ownership is transferred, for example, from private to public.

Among H.R. 2950 provisions that may be retained, though the dollar amounts may change, are:

- A $79.2-billion flexible highway program in which up to two-thirds of the funds may be transferred to mass transit, at the discretion of state and local officials. States with significant portions of their populations in clean air non-attainment areas may transfer all of their highway funds to mass transit.
- A stronger role for local officials in strengthened Metropolitan Planning Organizations. MPOs would be given direct authority over urban mobility funds and, working with states, would help develop and implement the state's Transportation Improvement Plan.
- An increase from 85 to 90 percent of the guaranteed minimum allocation for each state relative to its share of Highway Trust Fund contributions.
- A federal-state match of 80-20 for all programs except Interstate construction and repairs, which would remain at 90-10.
- An allocation of $12.1 billion for transit new starts and rail modernization projects, a 118 percent increase over existing levels.
- A $16.5-billion program to rehabilitate and replace obsolete and deficient bridges.

Capitol Digest

The Senate approved labor-backed legislation which places severe restrictions on the renewal of Most Favored Nation (MFN) trading status for China. The 55-44 vote fell short of being veto-proof.

The bill, S.1367, would continue MFN for a year. Before it can be extended further, the president must certify that China meets the conditions outlined in the legislation, such as the release of all political prisoners and the halt of exports made by forced labor.

The bill also requires that there be significant progress in worker and human rights and a halt to intimidation of Chinese citizens in the U.S. It would also end MFN status if China sells nuclear and ballistic missile technology.

The AFL-CIO supported S.1367 along with a resolution to deny outright the extension of MFN. That resolution did not reach the Senate floor, although the House passed such a measure, 223-204.

A conference committee will try in September to reconcile the two versions of the legislation.

The Bush administration is opposed to any attempts to put conditions on China's MFN status.

In other action on Capitol Hill:

BANKING — The Senate Banking, Housing and Urban Affairs Committee was expected to approve the continuation of "pass-through" insurance for employee pension plans. Pass-through insurance provides up to $100,000 for each beneficiary in a pension plan when those plans invest their funds in bank deposits. The original version of the bill, S.543, limited the insurance protection to $100,000 for the entire pension plan. The committee also refused to weaken the AFL-CIO-backed Community Reinvestment Act. The act is designed to eliminate the practice of "redlining" or refusing to lend money in older, inner city, low-income or minority neighborhoods. The full Senate is expected to take up the bill after the August recess.

DRUG TESTING — The House Energy and Commerce subcommittee on health and environment approved an AFL-CIO-backed bill which sets strong standards for laboratories involved in worker drug testing. The labs would have be certified by the Department of Health and Human Services before an employer could use it for testing workers. The legislation now moves to the full committee.

FLIGHT ATTENDANTS — The House approved a bill which sets standards for the consecutive number of hours flight attendants may be on duty and specifies minimum rest periods. The Federal Aviation Administration already sets similar standards for pilots and air traffic controllers. A similar bill awaits action in the Senate.

RECESS — The House and Senate were scheduled to adjourn Aug. 3 for their annual summer recess. Congress will reconvene Sept. 11.

Locals mobilizing caravans for Solidarity Day journey

By James B. Parks

Grass-roots enthusiasm and cooperation has skyrocketed as local unions prepare to send thousands of their members to Washington for Solidarity Day '91.

The Machinists, for example, have built on early momentum and fundraising to mobilize some 600 to 800 IAM members from the West Coast, who could not attend the first Solidarity Day because of the Air Traffic Controllers strike. This year, they will come via chartered planes or take advantage of special fares offered by United Airlines, said Barbara Shailor, the union's Solidarity Day coordinator.

In the South, Solidarity Day coordinators and union officers in Virginia, Tennessee, and West Virginia are organizing a caravan of at least 50 buses to carry members to the march, said Dan Anderson, Solidarity Day coordinator for the Roanoke, Va., Central Labor Council.

The caravan will begin in Chattanooga, Tenn., picking up more buses in Knoxville and Bristol, Tenn., and Abingdon, Christiansburg, Marion and Roanoke in Virginia. Other stops are being arranged, including one designated by the Shenandoah Valley Labor Council and a possible hook-up point for workers from West Virginia.

Other local people are helping in a big way. A catering business owned by the family of C.W. Toney, business agent for Painters Local 891, is providing box lunches for the marchers at a minimal price, Anderson said. Also, a Roanoke television station and a local newspaper plan to cover the trip.

"I hope all of us traveling together will have an impact," Anderson said. "This solidarity is important" and could spread beyond Solidarity Day '91 to lots of other projects, he added.

Five local restaurants plan to open special buffets for the caravan at 3 a.m. Aug. 31 to feed the marchers, Anderson said. Some of the restaurants are open all night, but two will open early to feed the crowd, he said. "We are trying to accommodate our brothers and sisters from the South," Anderson said.

Putting together an effort like this requires enthusiasm, coordination and cooperation from all unions, said Anderson, who is a member of the Firemen and Oilers System Council 6.

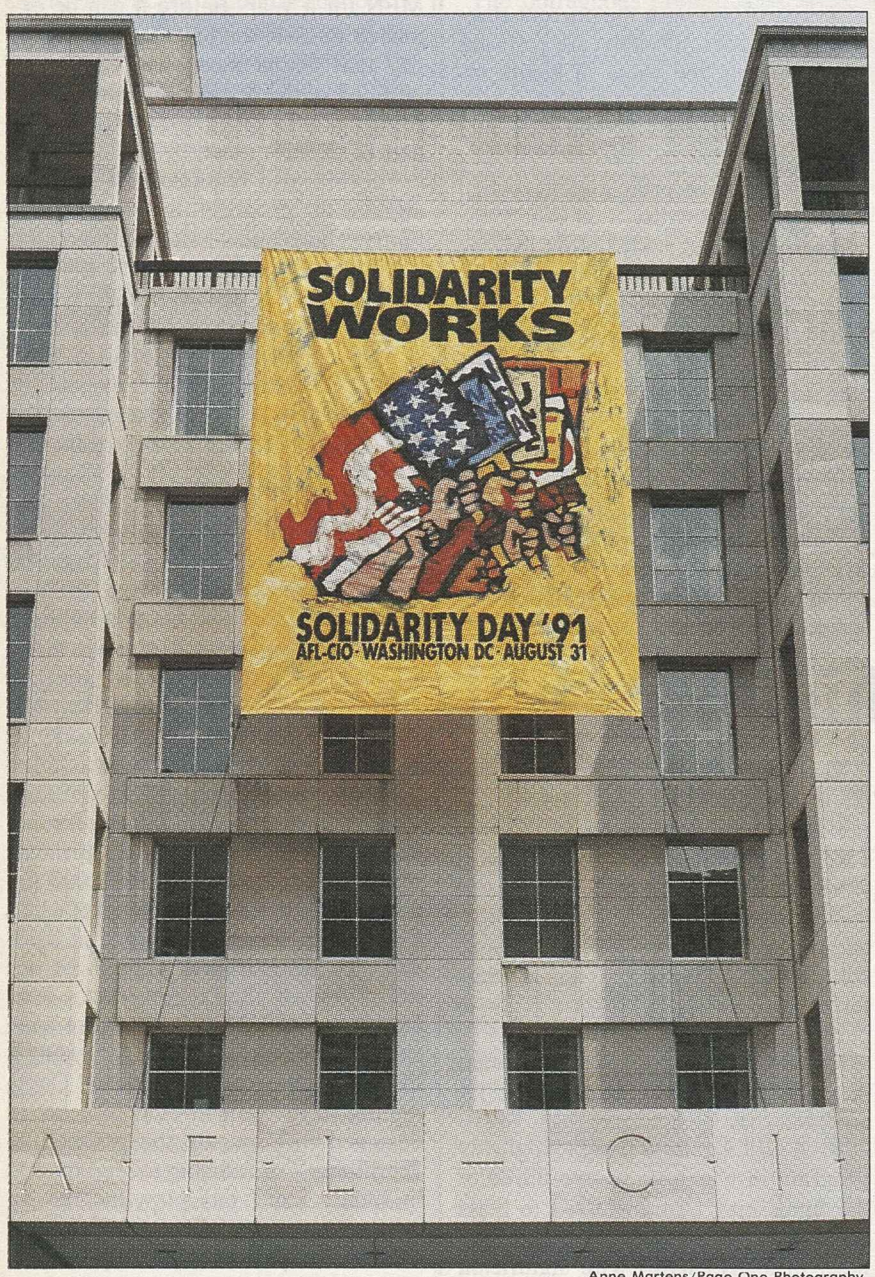
He said his office contacted CLCs in the three states as well as local officers and individual Solidarity Day coordinators designated by the various unions. Each person's name was added to a computerized mailing list.

Communication is the key, said Anderson, whose office has been keeping in touch with the various CLCs and union offices weekly through phone calls and letters.

Shailor agreed, saying the IAM produces a weekly newsletter for all locals and districts that includes updates from the national Solidarity Day office as well as reports on the progress of the union's efforts.

The union runs the United Airlines 800 number on all its newsletters to help those members from the West Coast who want to come. There also will be an "incredible emphasis" on recruiting marchers from IAM locals within a 100-mile radius of Washington, Shailor said.

Using the theme that Solidarity Day can be a "fun event" for the entire family and a special opportunity for labor to show its strength, IAM headquarters staff will be out in force during August to meet with locals around Washington.



Anne Martens/Page One Photography

Three-story tall banner adorns AFL-CIO building in Washington.

Show of force will spotlight weak labor laws, exploitation

Council reviews final march plans

Continued from Page 1

while workers face "a long drawn-out process of litigation" through the National Labor Relations Board and then through courts, and the remedy "usually comes too late to be of any value."

It would take years, for example, to enforce the increasing unfair labor practice of "firing or discharging workers who support the organization of a trade union in their workplace," Kirkland said.

Such deficiencies in the law "create a hostile environment that undermines collective bargaining and fosters a class of union-busters who exploit the weaknesses in the law," he said.

The legal violation of trade union rights, an assault on the basic right of freedom of association, is among the reasons that labor is mobilizing a massive show of force for Solidarity Day '91.

The final plans for the event were unveiled to the Executive Council by COPE Director John Perkins, Solidarity Day coordinator.

Perkins thanked the international unions rallying their members to answer the call of Solidarity Day and said the major organizational need with less than 30 days remaining before the march is for local coordinators to return bus captains' cards.

Thousands of buses have been chartered, and the Solidarity office is working on a plan to "deadhead" many buses — sending them from other locations to areas where the demand is greatest.

Special discount rates have been arranged through United and TWA airlines, and seven Amtrak trains have been chartered to make Solidarity runs from cities in the Northeastern corridor.

Trade unionists from around the country will be converging on parking lots at the Pentagon and RFK Stadium, on Union Station and National Airport, where they will take the Metro subway system to the Mall on an honor system. The AFL-CIO is still negotiating with Metro on fees. Metro is offering free parking for Washington-area unionists.

Marchers will gather around the entertainment area near the Washington Monument, where international union banners will be posted. The march begins at noon and Perkins said he expects the crowd, marching along three separate columns, to be in place at the speakers platform in front of the Capitol by 3 p.m., when the main program begins.

Marchers will include officials of the emerging trade unions in Eastern and Central Europe, as well as labor leaders from Latin America and South Africa. In addition, more than 150 non-labor organizations have endorsed Solidarity Day '91 and their members will be marching alongside union members.

AFL-CIO reaffirms stand for South Africa sanctions

Chicago

The South African government's secret funding of political parties and their so-called "trade union" wings "raises doubts about the authorities' intentions to fairly negotiate a political settlement that will lead to democratic constitutional change and equal opportunity for all people of South Africa," the AFL-CIO Executive Council declared.

Recent disclosure of the payments, which went to organizations in both South Africa and Namibia, "indicates the scope of the South African government's attempts to undermine the democratic development in the region," the statement said.

"The AFL-CIO calls on the South African government to reveal the full extent of its covert manipulation intended to destabilize organizations and pervert negotiations to its own ends," the federation said.

The council said the disclosures bear out the federation's belief that President Bush's decision to lift economic sanctions against South Africa "was premature and inappropriate" and confirm the federation's decision not to deal with the United Workers Union of South Africa, which was among the groups that received the secret funding.

The council called for all remaining sanctions, including those by the International Monetary Fund, to stay in place.

AFL-CIO Secretary Treasurer Thomas R. Donahue, who was a fraternal delegate to the July convention of the Congress of South African Trade Unions, told the council that COSATU General Secretary Jay Naidoo will be among the international guests at Solidarity Day '91.

In other action, the council:

- Called for a new international policy toward China, keyed to the promotion of democracy, to replace the current assisted-trade policy that enriches Western businessmen while propping up a tyrannical regime that is an "affront to its own people, and to the conscience of the world."

"The most powerful motivating force behind the U.S. embrace of Beijing is the hunger for profit," the council said. It called on the government to "judge such business dealings from a broader perspective than can be expected from those Americans who have offices in Beijing or who are trafficking with China out of Hong Kong skyscrapers."

- Called upon the leaders of the Yugoslavian republics "to join together in ending the bloodshed and turn instead to forging peaceful solutions to the difficult problems confronting the people of Yugoslavia."

The recent renewal of ethnic and political conflicts in Yugoslavia threatens progress made toward democracy and freedom of assocation for trade unionists, the council said.

"Workers and their trade unions are among the first victims of the violence; already, independent trade union leaders are being intimidated, threatened and arrested for representing their members' interests," the council said.

Strikebreaker campaign focuses on Senate

By Michael Byrne
Chicago

Labor's grass-roots campaign that convinced House members to overwhelmingly pass legislation to ban "permanent replacements" for strikers is being re-energized to perform the same feat in the Senate, where the procedural rules tend to frustrate the will of the majority.

At a news conference during the Executive Council meeting, AFL-CIO President Lane Kirkland said, "it is not a matter of a simple majority in the Senate," and S. 55 may have to muster 60 votes to end an expected filibuster by opponents.

Kirkland said the federation, in consultation with the Democratic leadership, will carefully gauge the timing for a vote in the Senate that will maximize the chances for passage. Meanwhile, labor again will marshal its forces at the grass roots, he said.

"The main thrust of our efforts will be to make sure that members of the Senate hear from their constituents in the states that they represent in Washington," Kirkland said.

The success of that wide-ranging strategy was evident in the House, which passed H.R. 5 by a comfortable 247-182 margin.

A multi-media advertising campaign, coupled with a massive outpouring of postcards, mailgrams and telephone calls to House members, swayed more than half of the lawmakers who were originally uncomitted, said AFL-CIO Legislative Director Robert M. McGlotten.

The final vote, better than labor vote-counters had expected, could have been even higher if four supporters had not been absent with illnesses, he said.

The Senate bill has 33 co-sponsors and McGlotten predicted that labor can find more than the 51 votes needed for passage. But the federation will have to pull out all the stops to muster the necessary 60 votes to force cloture on a filibuster, he said.

Even more votes, a two-thirds majority in both the Senate and the House, would be needed to override a presidential veto, which has been threatened by White House officials.

But Kirkland dismissed that threat.

"Our immediate goal is to force cloture and to put it on the president's desk," he said. "If he vetoes it, he'll have to answer to the millions of union members who have rallied to this campaign."

Indeed, Executive Council members noted that striker replacement has mobilized union members and galvanized the labor movement like few other issues in recent years.

"This issue has really done something for our membership," said Machinists President George Kourpias. "We need to make clear to these politicians that the issue will follow them all the way to Election Day."

Presidential candidates to debate in Detroit

Chicago

All announced candidates for the Democratic presidential nomination will be invited to the 1991 AFL-CIO Convention in Detroit to debate the issues.

The political debate, which will be held Tuesday afternoon, Nov. 12, during the Nov. 11-14 convention, will be one of the first such face-off for candidates before the primary season begins with the Iowa caucuses Feb. 17.

The debate will be videotaped and sent, along with a transcript of the proceedings, to all affiliated unions and state and local central bodies for use in membership and COPE meetings.

In addition to the debate, the Executive Council approved voluntary guidelines for the presidential process designed to keep labor unified, calling on affiliated unions to refrain from public endorsements of any presidential candidates before the AFL-CIO convention.

The guidelines, similar to those adopted in 1987, provide that union officers and staff should not join candidate committees or solicit funds from union members on behalf of presidential candidates.

But it does allow for unions to make "start-up" contributions, on which the legal limit is $5,000, to candidates that unions feel should be in the race.

Otherwise, unions are encouraged to extend normal courtesies to all the candidates as long as those candidates are not endorsed.

In the past, delegates to the AFL-CIO convention have endorsed a presidential candidate, as they did with Walter Mondale in 1983, or adopted a procedure for later consideration of endorsement, as happened with Michael Dukakis in 1988.

The council also heard a report on the upcoming special Senate election in Pennsylvania, where Sen. Harris Wofford, who was appointed to the seat on the death of Sen. John Heinz, will probably be running against Attorney General Richard Thornburgh.

Roll call: House votes 247-182 to ban strikebreakers

Following is the vote by House members, by district, on H.R. 5, the Workplace Fairness Bill, which passed 247-182. (Key: R — voted right; W — voted wrong; A — absent, did not vote or make position known.)

ALABAMA
1 CALLAHAN (R) W
2 DICKINSON (R) W
3 BROWDER (D) R
4 BEVILL (D) R
5 CRAMER (D) R
6 ERDREICH (D) R
7 HARRIS (D) R

ALASKA
1 YOUNG, DON (R) R

ARIZONA
1 RHODES, III (R) W
2 VACANT
3 STUMP (R) W
4 KYL (R) W
5 KOLBE (R) W

ARKANSAS
1 ALEXANDER (D) R
2 THORNTON (D) R
3 HAMMERSCHMIDT (R) W
4 ANTHONY (D) W

CALIFORNIA
1 RIGGS (R) W
2 HERGER (R) W
3 MATSUI (D) A
4 FAZIO (D) R
5 PELOSI(D) R
6 BOXER (D) R
7 MILLER, G. (D) R
8 DELLUMS (D) R
9 STARK (D) R
10 EDWARDS, DON (D) R
11 LANTOS (D) R
12 CAMPBELL, TOM (R) W
13 MINETA (D) R
14 DOOLITTLE (R) W
15 CONDIT (D) R
16 PANETTA (D) R
17 DOOLEY (D) R
18 LEHMAN, R. (D) R
19 LAGOMARSINO (R) W
20 THOMAS, W. (R) W
21 GALLEGLY (R) W
22 MOORHEAD (R) W
23 BEILENSON (D) R
24 WAXMAN (D) R
25 ROYBAL (D) R
26 BERMAN (D) R
27 LEVINE, MEL (D) R
28 DIXON, JULIAN (D) R
29 WATERS (D) R
30 MARTINEZ (D) R
31 DYMALLY, M. (D) R
32 ANDERSON (D) R
33 DREIER, DAVID (R) W
34 TORRES (D) R
35 LEWIS, JERRY (R) W
36 BROWN, GEORGE (D) R
37 MCCANDLESS (R) W
38 DORNAN, R. (R) W
39 DANNEMEYER (R) W
40 COX, C. (R) W
41 LOWERY, BILL (R) W
42 ROHRABACHER (R) W
43 PACKARD (R) W
44 CUNNINGHAM (R) W
45 HUNTER (R) W

COLORADO
1 SCHROEDER (D) R
2 SKAGGS (D) R
3 CAMPBELL, BEN (D) R
4 ALLARD (R) W
5 HEFLEY (R) W
6 SCHAEFER (R) W

CONNECTICUT
1 KENNELLY (D) R
2 GEJDENSON (D) R
3 DELAURO (D) R
4 SHAYS (R) W
5 FRANKS, GARY (R) W
6 JOHNSON, NANCY (R) W

DELAWARE
1 CARPER (D) R

FLORIDA
1 HUTTO (D) W
2 PETERSON, PETE (D) R
3 BENNETT (D) R
4 JAMES (R) W
5 MCCOLLUM (R) W
6 STEARNS (R) W
7 GIBBONS (D) W
8 YOUNG, BILL (R) W
9 BILIRAKIS (R) W
10 IRELAND (R) W
11 BACCHUS (D) R
12 LEWIS, TOM (R) W
13 GOSS (R) W
14 JOHNSTON, H. (D) R
15 SHAW (R) W
16 SMITH, L. (D) R
17 LEHMAN, W. (D) R
18 ROS-LEHTINEN (R) W
19 FASCELL (D) R

GEORGIA
1 THOMAS, L. (D) W
2 HATCHER (D) W
3 RAY (D) W
4 JONES, BEN (D) R
5 LEWIS, JOHN (D) R
6 GINGRICH (R) W
7 DARDEN (D) R
8 ROWLAND, ROY (D) W
9 JENKINS (D) W
10 BARNARD (D) W

HAWAII
1 ABERCROMBIE (D) R
2 MINK (D) R

IDAHO
1 LAROCCO (D) R
2 STALLINGS (D) R

ILLINOIS
1 HAYES, C. A. (D) R
2 SAVAGE (D) R
3 RUSSO (D) R
4 SANGMEISTER (D) R
5 LIPINSKI (D) R
6 HYDE (R) W
7 COLLINS, C. (D) R
8 ROSTENKOWSKI (D) R
9 YATES (D) R
10 PORTER (R) W
11 ANNUNZIO (D) R
12 CRANE (R) W
13 FAWELL (R) W
14 HASTERT (R) W
15 EWING (R) W
16 COX, JOHN (D) R
17 EVANS, LANE (D) R
18 MICHEL (R) A
19 BRUCE (D) R
20 DURBIN (D) R
21 COSTELLO (D) R
22 POSHARD (D) R

INDIANA
1 VISCLOSKY (D) R
2 SHARP (D) R
3 ROEMER (D) R
4 LONG (D) R
5 JONTZ (D) R
6 BURTON (R) W
7 MYERS (R) W
8 MCCLOSKEY (D) R
9 HAMILTON (D) R
10 JACOBS (D) R

IOWA
1 LEACH, JAMES (R) W
2 NUSSLE (R) W
3 NAGLE (D) R
4 SMITH, NEAL (D) R
5 LIGHTFOOT (R) W
6 GRANDY (R) W

KANSAS
1 ROBERTS, PAT (R) W
2 SLATTERY (D) R
3 MEYERS (R) W
4 GLICKMAN (D) R
5 NICHOLS (R) W

KENTUCKY
1 HUBBARD (D) R
2 NATCHER (D) R
3 MAZZOLI (D) R
4 BUNNING (R) W
5 ROGERS (R) W
6 HOPKINS (R) W
7 PERKINS (D) R

LOUISIANA
1 LIVINGSTON (R) W
2 JEFFERSON (D) R
3 TAUZIN (D) W
4 MCCRERY (R) W
5 HUCKABY (D) W
6 BAKER (R) W
7 HAYES, J. A. (D) R
8 HOLLOWAY (R) W

MAINE
1 ANDREWS, T. (D) R
2 SNOWE (R) W

MARYLAND
1 GILCHREST (R) W
2 BENTLEY (R) R
3 CARDIN (D) R
4 MCMILLEN, TOM (D) R
5 HOYER (D) R
6 BYRON (D) R
7 MFUME (D) R
8 MORELLA (R) W

MASSACHUSETTS
1 OLVER (D) R
2 NEAL, RICHARD (D) R
3 EARLY (D) R
4 FRANK, BARNEY (D) R
5 ATKINS (D) R
6 MAVROULES (D) R
7 MARKEY (D) R
8 KENNEDY, J. (D) R
9 MOAKLEY (D) R
10 STUDDS (D) R
11 DONNELLY (D) R

MICHIGAN
1 CONYERS (D) R
2 PURSELL (R) W
3 WOLPE (D) R
4 UPTON (R) W
5 HENRY (R) W
6 CARR (D) R
7 KILDEE (D) R
8 TRAXLER (D) R
9 VANDER JAGT (R) W
10 CAMP (R) W
11 DAVIS, ROBERT (R) R
12 BONIOR (D) R
13 COLLINS, B. (D) R
14 HERTEL (D) R
15 FORD, WILLIAM (D) R
16 DINGELL (D) R
17 LEVIN, SANDER (D) R
18 BROOMFIELD (R) W

MINNESOTA
1 PENNY (D) R
2 WEBER (R) W
3 RAMSTAD (R) W
4 VENTO (D) R
5 SABO (D) R
6 SIKORSKI (D) R
7 PETERSON, C. (D) R
8 OBERSTAR (D) R

MISSISSIPPI
1 WHITTEN (D) W
2 ESPY (D) R
3 MONTGOMERY (D) W
4 PARKER (D) R
5 TAYLOR, GENE (D) W

MISSOURI
1 CLAY (D) R
2 HORN (D) R
3 GEPHARDT (D) R
4 SKELTON (D) R
5 WHEAT (D) R
6 COLEMAN, T. (R) W
7 HANCOCK (R) W
8 EMERSON (R) W
9 VOLKMER (D) R

MONTANA
1 WILLIAMS, PAT (D) R
2 MARLENEE (R) W

NEBRASKA
1 BEREUTER (R) W
2 HOAGLAND (D) R
3 BARRETT (R) W

NEVADA
1 BILBRAY (D) R
2 VUCANOVICH (R) W

NEW HAMPSHIRE
1 ZELIFF (R) W
2 SWETT (D) R

NEW JERSEY
1 ANDREWS, R. (D) R
2 HUGHES (D) R
3 PALLONE (D) R
4 SMITH, C. (R) R
5 ROUKEMA (R) W
6 DWYER (D) R
7 RINALDO (R) R
8 ROE (D) R
9 TORRICELLI (D) R
10 PAYNE, D. (D) R
11 GALLO (R) W
12 ZIMMER (R) W
13 SAXTON (R) W
14 GUARINI (D) R

NEW MEXICO
1 SCHIFF (R) W
2 SKEEN (R) W
3 RICHARDSON (D) R

NEW YORK
1 HOCHBRUECKNER (D) R
2 DOWNEY, T. (D) R
3 MRAZEK (D) R
4 LENT (R) W
5 MCGRATH (R) R
6 FLAKE (D) R
7 ACKERMAN (D) R
8 SCHEUER (D) R
9 MANTON (D) R
10 SCHUMER (D) R
11 TOWNS (D) R
12 OWENS, MAJOR (D) R
13 SOLARZ (D) R
14 MOLINARI, S. (R) W
15 GREEN (R) R
16 RANGEL, C. (D) R
17 WEISS (D) A
18 SERRANO (D) R
19 ENGEL (D) R
20 LOWEY, NITA (D) R
21 FISH (R) R
22 GILMAN (R) R
23 MCNULTY (D) R
24 SOLOMON (R) R
25 BOEHLERT (R) R
26 MARTIN, DAVID (R) W
27 WALSH (R) W
28 MCHUGH (D) R
29 HORTON (R) R
30 SLAUGHTER, L. (D) R
31 PAXON (R) W
32 LAFALCE (D) R
33 NOWAK (D) R
34 HOUGHTON (R) W

NORTH CAROLINA
1 JONES, WALTER (D) R
2 VALENTINE (D) W
3 LANCASTER (D) W
4 PRICE, DAVID (D) R
5 NEAL, STEPHEN (D) W
6 COBLE (R) W
7 ROSE (D) R
8 HEFNER (D) R
9 MCMILLAN, ALEX (R) W
10 BALLENGER (R) W
11 TAYLOR, CHARLES (R) W

NORTH DAKOTA
1 DORGAN, BYRON (D) R

OHIO
1 LUKEN, CHARLES (D) R
2 GRADISON (R) W
3 HALL, TONY (D) R
4 OXLEY (R) W
5 GILLMOR (R) W
6 MCEWEN (R) W
7 HOBSON (R) W
8 BOEHNER (R) W
9 KAPTUR (D) R
10 MILLER, C. (R) W
11 ECKART (D) R
12 KASICH (R) W
13 PEASE (D) R
14 SAWYER (D) R
15 WYLIE (R) W
16 REGULA (R) R
17 TRAFICANT (D) R
18 APPLEGATE (D) R
19 FEIGHAN (D) R
20 OAKAR (D) R
21 STOKES (D) R

OKLAHOMA
1 INHOFE (R) W
2 SYNAR (D) R
3 BREWSTER (D) W
4 MCCURDY (D) W
5 EDWARDS, M. (R) W
6 ENGLISH (D) W

OREGON
1 AUCOIN (D) R
2 SMITH, R. F. (R) W
3 WYDEN (D) R
4 DE FAZIO (D) R
5 KOPETSKI (D) R

PENNSYLVANIA
1 FOGLIETTA (D) R
2 GRAY, WILLIAM (D) R
3 BORSKI (D) R
4 KOLTER (D) R
5 SCHULZE (R) W
6 YATRON (D) A
7 WELDON (R) R
8 KOSTMAYER (D) R
9 SHUSTER (R) W
10 MCDADE (R) R
11 KANJORSKI (D) R
12 MURTHA (D) R
13 COUGHLIN (R) W
14 COYNE, W. (D) R
15 RITTER (R) W
16 WALKER (R) W
17 GEKAS (R) W
18 SANTORUM (R) R
19 GOODLING (R) W
20 GAYDOS (D) R
21 RIDGE (R) W
22 MURPHY (D) R
23 CLINGER (R) W

RHODE ISLAND
1 MACHTLEY (R) W
2 REED (D) R

SOUTH CAROLINA
1 RAVENEL (R) W
2 SPENCE (R) W
3 DERRICK (D) W
4 PATTERSON (D) W
5 SPRATT (D) W
6 TALLON (D) W

SOUTH DAKOTA
1 JOHNSON, T. P. (D) R

TENNESSEE
1 QUILLEN (R) W
2 DUNCAN, JR. (R) W
3 LLOYD (D) R
4 COOPER (D) W
5 CLEMENT (D) R
6 GORDON (D) R
7 SUNDQUIST (R) W
8 TANNER (D) R
9 FORD, HAROLD (D) R

TEXAS
1 CHAPMAN (D) R
2 WILSON, C. (D) R
3 JOHNSON, SAM (R) W
4 HALL, RALPH (D) W
5 BRYANT, JOHN (D) R
6 BARTON (R) W
7 ARCHER (R) W
8 FIELDS (R) W
9 BROOKS (D) R
10 PICKLE (D) W
11 EDWARDS, CHET (D) R
12 GEREN (D) W
13 SARPALIUS (D) R
14 LAUGHLIN (D) R
15 DE LA GARZA (D) R
16 COLEMAN, R. (D) R
17 STENHOLM (D) W
18 WASHINGTON (D) R
19 COMBEST (R) W
20 GONZALEZ (D) R
21 SMITH, LAMAR (R) W
22 DELAY (R) W
23 BUSTAMANTE (D) R
24 FROST (D) R
25 ANDREWS, MIKE (D) R
26 ARMEY (R) W
27 ORTIZ (D) W

UTAH
1 HANSEN (R) W
2 OWENS, WAYNE (D) R
3 ORTON (D) R

VERMONT
1 SANDERS (I) R

VIRGINIA
1 BATEMAN (R) W
2 PICKETT (D) W
3 BLILEY (R) W
4 SISISKY (D) W
5 PAYNE, LEWIS (D) W
6 OLIN (D) R
7 SLAUGHTER, D.F. (R) W
8 MORAN (D) R
9 BOUCHER (D) R
10 WOLF (R) W

WASHINGTON
1 MILLER, JOHN (R) W
2 SWIFT (D) R
3 UNSOELD (D) R
4 MORRISON, SID (R) W
5 FOLEY (D) R
6 DICKS (D) R
7 MCDERMOTT (D) R
8 CHANDLER (R) W

WEST VIRGINIA
1 MOLLOHAN (D) R
2 STAGGERS (D) R
3 WISE (D) R
4 RAHALL (D) R

WISCONSIN
1 ASPIN (D) R
2 KLUG (R) W
3 GUNDERSON (R) W
4 KLECZKA (D) A
5 MOODY (D) R
6 PETRI (R) W
7 OBEY (D) R
8 ROTH, TOBY (R) W
9 SENSENBRENNER (R) W

WYOMING
1 THOMAS, CRAIG (R) W

Council calls for funding of children's programs

Continued from Page 1

tion to bolster programs that assist families and children and urged the federal government to reassume its responsibilities to states and localities now struggling to maintain public services in the face of funding deficits.

The council also heard from Dr. Benjamin Hooks, executive director of the NAACP, and Jim Hightower, former Texas agriculture secretary who is developing a radio program to air this fall that will give a national voice to working people.

Hooks did not discuss the Thomas nomination with the AFL-CIO since the executive council of the NAACP would meet the next day, when it also voted to oppose Thomas. But Hooks did criticize the progression of poor and mediocre candidates nominated by the Bush and Reagan administrations for federal courts.

''If they can't find any better judges, maybe they should just leave the seats vacant,'' he said. ''I think we would be better served to just keep piling up the vacancies.''

AFL-CIO News/Steve Yarmola

NAACP Director Benjamin Hooks discusses the poor quality of Bush judicial appointments with the AFL-CIO Executive Council. Shown, left to right, are AFL-CIO Vice Presidents Owen Bieber and Jack Skeinkman, Secretary-Treasurer Thomas Donahue, Hooks, President Lane Kirkland and Vice President Susan Bianchi-Sand.

Besides the NAACP, other labor and civil rights groups that have announced their opposition to the Thomas nomination include AFSCME, Service Employees, Coalition of Black Trade Unionists, Labor Council for Latin American Development, Congressional Black Caucus, People For the American Way, American Association of University Women, and Women's Legal Defense Fund.

The AFL-CIO background paper on Thomas compared his flimsy judicial record with the work of Marshall, a legal giant who, as lead counsel for the NAACP Legal Defense Fund, argued scores of cases including the landmark Brown vs. Board of Education.

In stark contrast to Marshall's service, Thomas, as an EEOC chair who opposed affirmative action to remedy discrimination against minorities and women, ''has demonstrated an insensitivity that should disqualify him from serving on the Supreme Court,'' the paper stated.

Perhaps even more troubling is that ''he has consistently argued that various government policies to mediate between the individual and market results — or otherwise to seek a fairer distribution of society's burdens and advantages — are antithetical to freedom.''

In his writings, Thomas rails against Franklin Roosevelt and ''his latter-day political heirs'' for their belief in a government role in attacking social and economic problems. He warns that those who advocate ''income redistribution, compensatory job training, compensatory medical services, special schooling and the like'' would ''put us on the road to serfdom.

''The trade union movement, in contrast, holds firm to the conviction that government is not the enemy, and that the ultimate measure of a government's worth is its efforts to create a humane and just society for all its citizens,'' the AFL-CIO said.

The failure of government to meet its obligations was very much on the mind of the Executive Council, which called on Congress and the Bush administration to help meet the needs of children and to provide funding for social programs transferred to hard-pressed state and local governments.

''More than 20 percent of America's children live in poverty,'' the council said. ''Children represent one-third of those without health care coverage. Such conditions are inexcusable for one of the richest economies in the world.''

The federation pledged to support reforms called for by the National Commission on Children, including health care, education, prenatal care, reliable day care, family leave and programs that meet the needs of the growing number of single-parent families.

While many states have responded to financial pinches by drastically cutting programs and services, and the jobs of workers who provide those services, business interests have exploited the budget crises by pushing for reductions in workers' compensation programs as a price for accepting tax increases.

''State budgets must not be balanced on the backs of public employees or injured workers,'' the AFL-CIO said.

In other action, the council:

- Urged Congress to enact legislation to reverse the Supreme Court ruling in Rust vs. Sullivan that allows the government to prohibit health care professionals in public clinics from informing and counseling patients about legal medical options such as abortion.

''A patient whose visit to a physician is financed by the government should receive the same medical information and advice as a patient whose visit is financed by insurance or self-payment,'' the council said.

- Expanded the associate membership program in Los Angeles, where the California Immigrant Workers Association among Hispanics has been highly successful. As the CIWA associate member benefit programs have become more popular, widening the structure to workers outside the Hispanic neighborhoods will assist in organizing drives and first-contract negotiations, said Service Employees President John J. Sweeney, chair of the organizing committee.

CIWA's contributions since it was established in May 1987 have been considerable, Sweeney said. The organization has helped at least 20 local unions identify new organizing leads and to win elections and first-contract battles where the workforce is predominantly Latino. ''In June alone, CIWA succeeded in bringing in 1,000 new members largely through the efforts of existing CIWA members who participate in a volunteer recruitment campaign,'' Sweeney said.

- Approved the merger of the Machinists and Pattern Makers, which will become a division of the IAM. The president of the 7,000-member Pattern Makers becomes an administrative assistant to IAM President George Kourpias and the three full-time vice presidents will serve as Machinists representatives. The merger leaves the AFL-CIO with 89 affiliates.
- Heard a report on the upsurge of racket papers, which have been preying on union locals around the country. Rex Hardesty, director of the AFL-CIO information department, told the council of wider efforts to warn unsuspecting labor bodies not to get involved with phony operations that prey on advertisers for ad-filled, highly profitable newspapers and ''directories.''
- Approved the appointment of Homer C. LaRue as Article XX mediator.

AT&T maternity leave settlement hailed as breakthrough

More than 13,000 women who worked for AT&T could begin receiving checks in about two years as part of a $66 million settlement of a pregnancy discrimination case.

''At a time when high-level government support for the rights of women and minorities is waning, this settlement sends a clear message to corporate America that discrimination is definitely not profitable,'' said Communications Workers President Morton Bahr. The CWA was a plaintiff in the class-action suit.

The settlement is the largest cash settlement in the history of the Equal Employment Opportunity Commission, which heard the case. Under the settlement, AT&T will pay $66 million plus accrued interest until the funds are paid to successful claimants. The commission expects to mail the first checks in 1993 to women whose claims are approved.

The suit began in 1978 over maternity policies at AT&T's Western Electric subsidiary. Western Electric became AT&T Technologies in 1984 after the AT&T divestiture and was merged with AT&T last year.

Western Electric required women to take unpaid maternity leave six or seven months into their pregnancy. It allowed them only 30 days' credit toward their seniority while other employees on disability leave received full credit. The company also did not guarantee that the pregnant employee's job would be held.

Mildred Leisure, the suit's first plaintiff, was forced to take unpaid maternity leave in 1972 when she began suffering from morning sickness after two months of pregnancy. She tried to return to her job in the wiring department of the company's now-defunct Cicero, Ill., plant, but was refused. She was not recalled until 1977, losing five years of seniority. She was laid off for the last time in 1985.

Under the settlement, Leisure and other women who lost their jobs are guaranteed up to three years pay plus interest. For those who got their jobs back, but at a lower wage, the settlement will allow them the difference in pay plus interest.

EEOC Chairman Evan J. Kemp Jr. said that, although AT&T has eliminated the illegal practices, ''there are still employers who discriminate against pregnant women. These employers should pay close attention to this settlement.''

Bahr said the settlement shows the need for a new civil rights bill to protect workers' rights. ''As we celebrate with the women who will directly benefit from this settlement, we must think of the millions who are not so fortunate, who experience discrimination past and present and feel they have no recourse. For those people, we must fight for passage into law of the 1991 civil rights bill,'' he said.

''More than anything else,'' Bahr added, ''this settlement calls on women and minorities who experience discrimination to speak up, fight back, and be ever vigilant in demanding their rights.''

UNION NEWS

Utility Workers select Hicks to succeed Joy

The Utility Workers convention elected by acclamation new top officers, naming Marshall Hicks as president to succeed James Joy Jr., who became president emeritus. Joy's retirement concluded a 42-year labor career. He spent the last ten years in his union's top post.

Hicks, 59, has been the union's secretary-treasurer for the past 20 years. He served 10 years as a local union president before becoming vice president and later president of the Michigan State Utility Workers Council. Hicks was also a regional director for the union and president of the Jackson County, Mich., AFL-CIO, before being elected to the secretary-treasurer post.

Francis Owens was re-elected to his third term as executive vice president; Donald E. Wightman, president of Boston Local 369 was elected vice president; and John M. Walsh, president of New York Local 1-2, was chosen as secretary-treasurer.

Underscoring the need for organizing, AFL-CIO Secretary-Treasurer Thomas R. Donahue pointed out the difficulties of negotiating for better wages and benefits while locked in a system where unions represent a small percentage of the workforce. "If we are going to continue to drive wages in this country, if we are going to be the standard setters for the nation, then this trade union movement has to grow. We need not to be 14 million, but 28 million members."

Donahue said unions need to reach out, further involve their members in the organization and get them politically active in order to make the trade union movement stronger and the nation a better place to live.

The convention reaffirmed the union's commitment to organizing, adopting a resolution requiring the executive committee to evaluate current organizing opportunities and expend "significant financial and human resources to the task of organizing."

The delegates also called for a national energy policy that would encourage utility companies to build generating plants in the United States, rather than look to the importation of electrical energy from neighboring nations. Such a policy should recognize the advantage of nuclear power in the mix of generating technologies and encourage generating processes that do not rely on foreign supplies for raw materials.

In another key resolution, the convention called for a national strategy to make America energy independent, expressed its opposition to attempts to reform the Public Utility Holding Company Act of 1935.

Convention delegates also backed efforts to gain legislation on a "permanent replacement" ban, family and medical leave, health care reform, civil rights, and reform of the Occupational Safety and Health Act.

Utility Workers Photo

Retiring Utility Workers President James Joy, right, raises the hand of his successor, Marshall Hicks, who served 20 years as secretary-treasurer.

AFT calls for national learning goals

Teachers can counter efforts to privatize the nation's public education system by developing a proposal "the public can support," Teachers President Albert Shanker told more than 3,000 teachers and education professionals attending the AFT's Quality Educational Standards in Teaching (QUEST) conference in Washington.

Shanker warned that the movement toward private school choice is growing despite test results that show "in American education, private schools do no better than public schools."

Real improvement will come only when schools are restructured to allow students to learn in a variety of ways, and when children's needs — including health care, nutrition and shelter — are met, he said.

Simply raising academic standards is not enough, because "just raising the hurdle doesn't mean kids will be able to jump it" if their basic needs are not met, Shanker said.

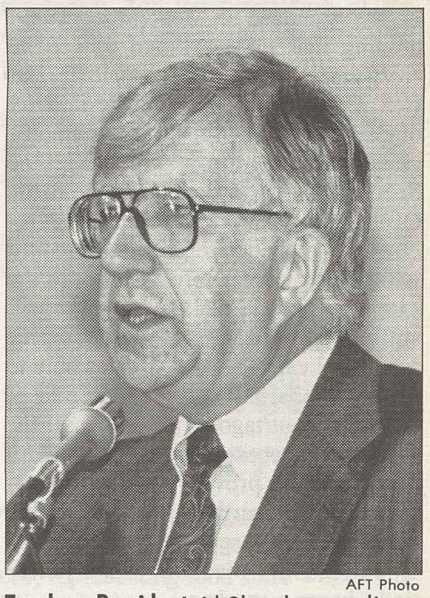
Shanker called for establishment of national goals for learning and performance, noting that the United States is the only industrialized country that separates student accomplishment from college admission and employment opportunities.

Participants discussed ways that teams of teachers, para-professionals, administrators, parents and others can reshape schools and the learning process. This was the first year in more than 20 conferences that education professionals other than teachers were invited to attend.

The conference was organized around workshops that covered the professionalization of teaching; school-to-work transition; services for children that support learning; challenges to public education; strategies for active learning; and teacher concerns about school violence, drug-exposed children and bilingual and AIDS education.

Colorado Gov. Roy Romer, chairman of the National Education Goals Panel, called for a stable funding base for kindergarten through high school education; the development of standards that demonstrate the importance of education; and changes in school management to give teachers a "more effective say about what happens in that school site."

Other speakers included Education Secretary Lamar Alexander and Ira Magaziner, who chairs the "America's Choice" commission on education.



AFT Photo

Teachers President Al Shanker outlines proposals to counter the growing campaign to "privatize" public schools.

AFTRA convention approves massive restructuring

The Television and Radio Artists' convention approved a massive restructuring of the union's government, administration and finances, the first such fundamental reorganization in the union's 54-year history.

"The purpose of these far-reaching changes is to strengthen our union and expand the services that national AFTRA provides to its locals and their members," said AFTRA President Reed Farrell.

The restructuring calls for creating new executive staff positions to oversee specific contract areas and organizational functions; streamlining the union's governance, including creation of an administrative committee; combining economically or organizationally dependent locals; and implementing fiscal changes to provide about $1.2 million in additional annual revenue.

Of particular importance, union officials said, is the creation of a special committee and department to identify and respond to the needs of members who work as broadcast station staff.

On finances, AFTRA eliminated all temporary and additional payments from locals in favor of a single per capita tax and a minimum initiation fee. Eventually, the national dues will become independent of local dues.

Former AFTRA President Bill Hillman, chairman of the Health and Welfare Trustees, reported that the $700-million AFTRA Retirement Plan is in excellent shape and the union's health plan isn't. "Barring government intervention, we will be paying 86 percent more for our health benefits in 1994 than we paid for them last year," he said. To avoid cutting benefits, AFTRA members will pay $50 a month for dependent coverage, beginning Jan. 1, 1992, and $75 a month a year later, payable in quarterly installments.

AFL-CIO President Lane Kirkland told the convention that "with 37 million of our fellow citizens lacking any health insurance at all...the old scare words such as 'socialized medicine,' 'rationed care,' and 'waiting lines' will no longer deter an equitable solution...It's obvious we already have the worst kind of health care rationing in place — those who can afford medical coverage get the rationing cards."

Sen. Edward M. Kennedy (D-Mass.) stressed the need for every American to have access to health care. "The President of the United States has the finest health care available, and it is free, and he should have it," Kennedy declared, "but it is absolute hypocrisy for any elected official to utilize the free facilities of Walter Reed Hospital or Bethesda (Naval Hospital) for ourselves and our families, and then declare that this nation cannot provide health care for the rest of our citizens."

Convention delegates also unanimously re-elected Farrell, a Chicago actor-announcer, to his second two-year term as president. News broadcaster Shelby Scott, president of the Boston local, and actor-announcer Denny Dalk, president of the San Francisco local, were elected first and second vice presidents, respectively.

Elected as vice presidents were: Nik Hagler, Houston; Mike James, Seattle; and Marion Guyot, Atlanta. Lillian Clark of New York was elected treasurer. Re-elected as vice presidents were: Marvin Kaplan of Los Angeles; Belva Davis of San Francisco; Lois Davis of New York; and Bob Edwards of Washington/Baltimore. Fred Anderson of Los Angeles was returned as recording secretary.

AFL-CIO, 30 unions seek emergency ergonomic rule

By Arlee C. Green

The AFL-CIO and 30 affiliates jointly petitioned the Occupational Safety and Health Administration for an emergency standard to protect workers from crippling injuries caused by repetitive motions, injuries that have increased nearly five-fold in the past decade and have the potential to afflict more than half the nation's work force.

The petition explains that the alarming increase in such injuries has come about from very substantial changes in the work place "created by new technology, such as video display terminals, increased pace, and the breaking down of jobs into smaller, more repetitive tasks." Cumulative trauma disorders cause damage, which can become permanent, to the hands, wrists or forearms, neck and back.

The unions also requested OSHA to promulgate a permanent standard within six months after issuing a temporary rule, noting that "at the pace OSHA is proceeding, a permanent standard on ergonomic hazards will not be issued for at least five to seven years."

During this time, hundreds of thousands of workers will suffer from painful repetitive motion injuries and the businesses will have to foot the bill for the delay. OSHA has estimated that back injuries alone cost businesses $16 billion a year. Carpal tunnel syndrome injures 23,000 workers a year, costing $690 million if surgery is needed.

In seeking an emergency temporary standard, the unions said such a measure should cover a wide range of musculoskeletal disorders and require employers to implement a comprehensive ergonomic program.

In a cover letter to Labor Secretary Lynn Martin, Food and Commercial Workers President William H. Wynn stressed the magnitude of such injuries on the nation's work force and said, "The solutions to these problems are at hand, but the tools of enforcement are not. It is clear that an emergency temporary standard is necessary to stem the rising tide of these painful disorders."

The petition detailed the areas that should be addressed in any such rule, including hazard identification, job analysis, evaluation of new equipment and processes, hazard prevention through engineering and work organization controls, job-specific training, general education on repetitive motion injuries, joint safety committees, record-keeping and worker protection language, and work control provisions for video display terminal users.

The unions stressed that cumulative trauma disorders are now the leading cause of reported occupational injury in the nation. Workers with such injuries suffer pain, loss of functional capacity, and in many cases permanent disability. The number of reported cases doubled in the past two years, the unions said, noting "the magnitude of this increase in unprecedented in the agency's history."

Underscoring that increase, the unions pointed to data from the National Institute for Occupational Safety and Health shows cumulative trauma disorders afflict 40 percent of newspaper employees, 41 percent of meatpackers, 50 percent of grocery cashiers, 20 percent of poultry workers and 20-30 percent of specialty glass workers.

Some 40 million workers now use VDTs on the job resulting in a staggering increase in injuries. A Communications Workers' survey of 12,000 members in 1989 found 63 percent of the intensive VDT users reporting symptoms of cumulative trauma disorders. Medically diagnosed injuries such as tendinitis and carpal tunnel syndrome occurred at rates of 14-18 percent and 4-6 percent respectively.

In the past, all but one of the emergency standards OSHA has issued were thrown out by the courts because they did not meet the "grave and immediate danger" test. Only the temporary rule on asbestos was allowed to stand.

Court orders OSHA review of lockout/tagout policies

The Occupational Safety and Health Administration was ordered by a federal appellate court to review and explain its "significant risk" judgments in its lockout/tagout standard, in a decision that also rejected challenges by the UAW.

The UAW sued following its release of the standard in September 1989, holding that OSHA failed to set the most effective standard possible. The U.S. Court of Appeals for the District of Columbia Circuit rejected the union's contentions. It instead agreed with the Secretary of Labor that language in the Occupational Safety and Health Act requiring the agency to "set the standard which most adequately assures, to the extent feasible. . . that no employee will suffer material impairment of health or functional capacity. . . " applies only to health standards.

The lockout/tagout rule addresses the procedures necessary to disable equipment and to prevent the release of potentially hazardous energy during maintenance and servicing activities that would activate machinery and potentially harm a worker.

The UAW had challenged OSHA's decision to allow under certain circumstances the use of plastic tags to alert workers that tagged out equipment may not be operated, instead of locks to prevent accidental restoration of energy to the equipment. The standard generally requires an employer to use lockout procedures, unless it can show that tagout will provide the same level of safety.

The union also urged the court to reverse OSHA's decision to exempt from the lockout provisions "minor servicing activities" and "complex group operations." The court, however, found OSHA's reasoning on the exemptions was "reasonable."

The National Association of Manufacturers also challenged the standard, contending that the federal safety law invalidly delegates legislative authority to the executive branch agency. In rejecting that claim, the court relied heavily on the 1980 Supreme Court benzene ruling, which held that OSHA must find a significant risk exists before promulgating a standard.

The employer group also questioned OSHA's determination of "significant risk," in regard to safety standards, OSHA may only adopt a such a standard if its benefits outweigh its costs.

The employer group wanted a break down of OSHA injury data, suggesting that industries with few injuries should be exempt because their cost of complying with the standard would exceed the cost of paying for any injuries.

Labor gains new revision of formaldehyde standard

The Occupational Safety and Health Administration is going ahead with union-backed revisions to its formaldehyde standard after the White House Office of Management and Budget abruptly dropped its opposition.

The standard would lower the permissible worker exposure limit from 1 part formaldehyde per million parts of air (ppm) to 0.75 ppm. Further, medical removal protections would be added and training improved.

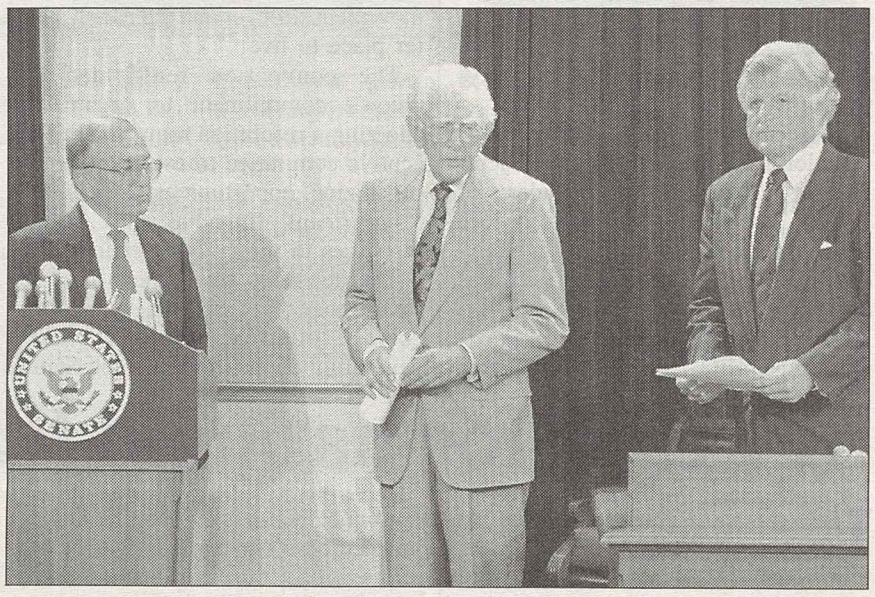
OSHA said any recommendation for restricted work activity or removal would be based on a physician's recommendation. Workers must be removed to a job location where the exposure is below the "action level" of 0.5 ppm.

Annual training would be required for all workers exposed to formaldehyde at levels above 0.1 ppm.

OSHA was sued by the UAW, Molders, Ladies' Garment Workers and the Clothing and Textile Workers in 1987 when the final rule was released.

The U.S. Court of Appeals for the District of Columbia Circuit in June 1989 had ordered OSHA to reconsider certain provisions of the standard. In April 1991, the unions asked the court to enforce its earlier order.

Labor and industry, working together, agreed on provisions OSHA incorporated into proposals it submitted to the OMB in August 1990. OMB objected to the proposed changes, but later dropped its opposition after the unions returned to court.



Bill Burke/Page One Photography

Chief sponsors of OSHA reform legislation — Rep. William Ford (D-Mich.), Sen. Howard Metzenbaum (D-Ohio) and Sen. Edward Kennedy (D-Mass.) — field reporters' questions.

Labor hails OSHA legislation, pledges to work for passage

Continued from Page 1

in lost worktime. And the human toll, the most troubling aspect, cannot be measured in dollars, he said.

Ford told reporters that the failure to provide a safe workplace for every worker is harming the economy. "This is something we wouldn't accept if it were proposed to us as a policy." he said. As a co-author of the original law, Ford recounted that "my father went to work one day at the age of 42 and didn't come home." He said he had hoped that after 20 years he could tell his children that doesn't happen to workers anymore.

But to underscore the point, Ford said that in Wyoming the average OSHA fine against an employer involved in a worker's death is $29. "I've never met a $29 American," he said, indicating the legislation would boost criminal penalties against employers. Asked what the OSHA reform legislation might cost employers, Ford said, "It'll cost them more than $29 to kill a worker in Wyoming."

AFL-CIO President Lane Kirkland welcomed the introduction of the legislation, stressing that after 20 years' experience under the original OSHA law, "it's time for a renewed commitment to protect the safety and health of American workers."

Kirkland said the bill is "based on the premise that workers — given proper training and the right to act in matters affecting their own safety — can play a major role in reducing the toll of workplace injury and illness."

The legislation would require employers to establish an occupational safety and health program and provide for joint worker-management safety committees that will work to identify and correct job hazards. A key provision would require abatement of hazards found by OSHA inspectors, even if the employer contests the citation.

The legislation would grant employees new rights to participate in the OSHA enforcement process, and protect them from retaliation when they seek to correct hazards they encounter on the job. It would expand coverage to public employees at all government levels and to workers at federal nuclear facilities, and sets a timetable for issuing certain health and safety standards.

Kirkland indicated the federation and its affiliates are "committed to work with Congress to improve the OSHA law."

AFL-CIO Vice President Lynn R. Williams told the Executive Council that unions will need to quickly mount an educational campaign on the bill to counter almost certain employer opposition.

ILA Photo

ILA President John Bowers addresses delegates during the union's recent convention.

Longshoremen hail legislative victories

San Juan, P.R.

During the four-day Longshoremen's convention, delegates stood up and cheered when they learned that the House passed the Workplace Fairness bill to ban strikebreakers.

ILA President John Bowers told the gathering that their union played a key role swinging pivotal House votes to support the legislation, H.R. 5. Bowers reminded the delegates that only half of the battle was won. The companion bill, S.55, still has to pass the Senate. He encouraged the members to keep working to support the grass-roots campaign to pass the legislation.

The 350 delegates unanimously re-elected Bowers to a second four-year term. Robert E. Gleason, formerly the secretary-treasurer of the ILA's Atlantic Coast District, was elected international secretary treasurer, replacing Walter L. Sullivan, who held the post for eight years. Sullivan is retiring.

Elected to their first terms on the ILA executive council were Benny Holland and Gerald Owens. Holland, who serves as president of the ILA's South Atlantic and Gulf Coast District, was installed as vice president and Gerald Owens of Newark, N.J., is the union's new assistant general organizer.

In his keynote address, Bowers pledged ILA's physical and financial support for Solidarity Day on Aug. 31 in Washington.

The union is expecting representation from Boston, New York, Philadelphia, Baltimore, Virginia and the South Atlantic District to march in support of banning "permanent replacement" workers, a national health care policy and freedom of association at home and abroad.

Delegates endorsed the formation of an ILA committee to push for the civil rights legislation now before Congress. The convention also expressed support for civil and human rights efforts abroad.

In a convention ceremony, Bowers and Longshoremen's and Warehousemen's President James R. Herman were honored by the Federal Mediation and Conciliation Service for their commitment to collective bargaining. In presenting the awards, FMCS Director Bernard DeLury said it was comforting to know that unions are just as dedicated to collective bargaining as the means of resolving labor-management conflicts as they are in expanding their horizons into international trade.

DeLury cited Bowers as having an excellent concept of a true labor-management relationship which resulted in the 46-month agreement reached in recent negotiations. Herman, who is retiring as the head of ILWU, was credited for "his leadership of the union and for his 40 years of service to the labor movement."

Unions win suspension of Korean investment

Responding to union complaints, the government's Overseas Private Investment Corp. moved to suspend all new business with South Korea until President Roh's regime improves its labor relations record.

Citing continuing worker rights abuses, OPIC said it was taking the action after determining that South Korea is not providing sufficient safeguards to workers on collective bargaining, freedom of association and other areas.

The long-awaited move by OPIC came in response to a petition filed by the UAW last fall, testimony by AFL-CIO representatives at agency hearings and prodding by the federation's Executive Council.

Union briefs accused the Roh regime of the unjust jailing of 500 unionists as well as using severe force to break strikes and worker protests.

"To our knowledge, no other country has jailed more unionists than Korea," the UAW petition said. "These arrests are, in most instances, the result of government repression of the right to freedom of association and to organize and bargain collectively," the union said.

In May, the Executive Council noted that South Korea continued to crack down on workers with mass arrests. "Regrettably," the council said, "the government's record since has made it clear that those acts were not aberrations, but part of a systematic pattern of anti-worker conduct."

It cited the arrest of 69 union leaders in April, attacks on the independent teachers' union, a court ruling that limits union participation in settling labor disputes. It also condemned the failure to reform anti-worker laws imposed by the former military dictatorship.

While OPIC President Fred Zeder credited South Korea with reducing the legal workweek and allowing the formation of more unions, he noted serious limitations on worker rights remained and that President Roh vetoed a bill which would have provided for more labor rights.

OPIC, a quasi-government agency established by Congress in 1969, insures and finances private U.S. investment in developing countries and promotes foreign aid.

The agency's ruling means that OPIC will not accept new applications for loan guarantees or insurance for U.S. companies seeking to invest in South Korea. But it will continue to honor claims on active insurance policies on Korea business, OPIC said.

Maine strikers get $3 million back pay

After a three-year struggle, striking union workers in Jay, Maine, would receive some $3 million in back pay under a settlement of an unfair labor practices complaint agreed to by International Paper Co.

More than 100 members of Paperworkers Local 14 and the Firemen and Oilers Local 246 would share in the settlement announced by the National Labor Relations Board, with some getting as much as $100,000. The company already has recalled many of the 2,300 workers that it "permanently replaced" in the 1988 strike, thereby limiting its liability.

Exact settlement terms are not final, since the unions may appeal certain portions of the plan, said Jeffrey Neil Young, an attorney for the unions.

The NLRB complaint charged that IP illegally promoted several replacement workers rather than recall union workers when the strike was settled. In seeking to "permanently replace" its union work force, the company ran advertisements a full week before Local 14 went on strike, drawing scabs from as far away as Louisiana and the Carolinas to take the union jobs.

Under terms of the proposed settlement, 14 previously unreinstated strikers also would be recalled and 30 "permanent replacements" demoted to lower paying positions they held prior to the conclusion of the strike.

The settlement marks the second time in a month that IP has agreed to pay large sums to settle complaints against it by the government. The paper company also has agreed to pay $2.2 million in fines to the Environmental Protection Agency for violations of federal environmental laws.

The EPA settlement is the second largest fine ever levied on a corporation for violations of the Clean Air Act and Clean Water Act. Ironically, President Bush has appointed IP top executive John A. George to the President's Commission on Environmental Quality, which will recommend how to balance environmental protection against corporate expense.

Food workers locked out by UN caterer

New York

Using the pretext of the legality of "permanent replacements" for strikers in the United States, the catering contractor for the United Nations has locked out workers who sought affiliation with the Hotel Employees and Restaurant Employees Local 100.

Restaurant Associates has refused to recognize Local 100 even though 101 of the 105 catering facility's workers on June 17 presented a petition seeking to be represented by HERE. Instead, the contractor repeatedly responded with anti-union letters — on UN logo — stating they would "hire replacement workers."

When the workers struck over the company's refusal to recognize the union and to bargain in good faith, they were replaced the next day. In a letter to the workers, the company stated they had hired "permanent replacements and consequently there are insufficient openings to offer positions to all employees." Only 25 of the 105 workers are back to work.

HERE Local 100 President Anthony Amodeo has protested the lockout to UN Secretary General Javier Perez de Cuellar, asking him to "send a very clear and beautiful message to working people throughout the world that the United Nations is hoping to live up to its own preamble," which states it is "determined . . . to employ international machinery for the promotion of the economic and social advancement of all peoples."

Unfair labor practice charges have been filed with the National Labor Relations Board and the International Labor Organization, which expressly states "freedom of association and the protection of the right to organize must not be violated."

Food Handlers approve vote on UFCW merger

The 5,000-member Independent Food Handlers and Warehouse Employees, representing food store workers in Massachusetts and Rhode Island, voted overwhelmingly to affiliate with the Food and Commercial Workers. The union will become a UFCW local.

The unaffiliated union, formed in 1947, represents workers at 21 Shaw's Supermarkets and the company's warehouse. IFWE President James G. Schmit said members are counting on close ties with the UFCW to help in upcoming contract talks with Shaw, which was bought in 1987 by British food retailer J. Sainsbury Ltd.

"The UFCW's close ties with the British union that represents employees of Shaw's parent company was an important factor in many members' minds," Schmit said.

The company is demanding nearly 70 concessions, including changes in health care coverage, despite record sales and profits.

Union negotiators described current contract talks as the "toughest" in the Shaw union's history, a major turnaround from more than 44 years of working labor-management relations.

The UFCW also will work with the new local in organizing campaigns among workers at other non-union Shaw outlets in Massachusetts, Maine and New Hampshire.

ECONOMY

Congress hammers out jobless benefits extension

By John R. Oravec

Congress passed emergency legislation extending unemployment benefits up to 20 weeks more for long-term jobless workers trapped in the lingering recession.

The Senate acted first, overcoming Republican delaying tactics to approve the measure on a voice vote before the scheduled adjournment for the month-long August recess. The House followed with an overwhelming 375-45 vote for the bill.

In the week before the congressional action, Bush administration officials warned that the president would veto any version of the measure, contending that the recession is over and the benefits extension wasn't needed.

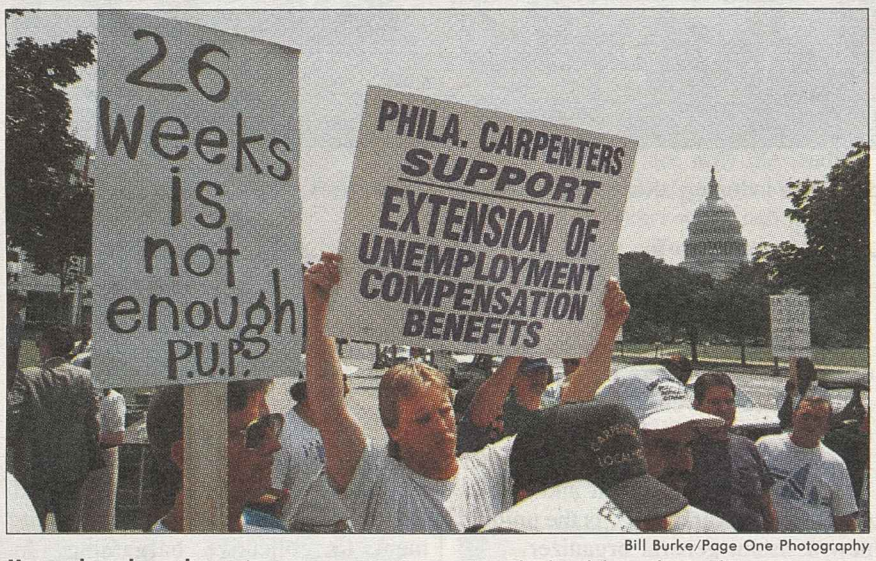
The AFL-CIO Executive Council, at its mid-summer meeting in Chicago, pointed out that unemployment is at a crisis stage and urged Congress to take immediate action to extend benefits, stressing that "the recession is not over."

"Each day continues to bring announcements of further layoffs," the council said. "Even the administration's own rosy economic recovery scenario does not see the jobless rate falling to a pre-recession level until 1996."

The council noted that the federation has long urged the extension of benefits and other improvements in the unemployment insurance program.

"Long-term unemployment is growing at an alarming rate, as the number of workers who can't find a job in 26 weeks has nearly doubled in the past year," the council said.

AFL-CIO President Lane Kirkland, at a news conference in Chicago, called the American system of unemployment insurance compensation "the poorest — the most restricted, the most limited — of any industrial country, certainly of any of the democracies."



Bill Burke/Page One Photography

Unemployed workers demonstrate for extended jobless benefits.

The system has been weakened so severely over the years by government indifference that it now provides "benefits to the lowest proportion of the unemployed population in our history," Kirkland said. "Only a minority of unemployed workers qualify and receive benefits at all."

The legislation could help more than 1.6 million Americans who have exhausted their regular 26 weeks of unemployment insurance benefits since the start of 1991. It would extend unemployment insurance benefits four to 20 weeks, retroactive to April 1, and would remain in effect through June 1992.

Under current law, benefits can be extended four 13 weeks when jobless rates reach a certain level. According to Labor Department estimates, 3.4 million jobless workers will exhaust their benefits in the coming year.

Following the Senate action, the House Ways and Means Committee reshaped its legislation, which was cosponsored by Reps. Dan Rostenkowski (D-Ill.) and Thomas Downey (D-N.Y.), closely patterning it on the Senate measure.

AFL-CIO Legislative Director Robert M. McGlotten had advised House members that hundreds of thousands of workers have exhausted jobless benefits in the continuing recession. "At the same time," he noted, "the Extended Benefits Trust Fund now has a surplus of $8 billion."

The Senate bill was reported out of the Finance Committee earlier on a 16-4 vote. It was introduced by Finance Committee Chairman Lloyd Bentsen (D-Texas), along with Majority Leader George Mitchell (D-Maine) and Sens. Paul Sarbanes (D-Md.) and Donald Riegle (D-Mich.).

The legislation would require the president to declare an emergency, which is provided in last year's budget agreement. That would mean no new taxes would be needed and the extension would be covered by the current surplus in the trust fund.

Both the Senate and House bills use the total unemployment rate (TUR) in each state as the trigger to extend benefits — a position long advocated by the AFL-CIO. Currently, extended benefits are not triggered on until the insured unemployment rate (IUR) reaches a certain percentage.

The IUR trigger, union witnesses told congressional committees, fails to reflect surging unemployment conditions and lags far behind the actual jobless rates in many states. Despite the current high unemployment rates, only three states and Puerto Rico now qualify for extended benefits.

During the floor debate in both the House and Senate, Democrats pointed out that Bush had repeatedly declared budget emergencies to assist people in the Middle East, but at the same time refuses to provide assistance to Americans trapped in the recession.

"We should be helping working people of this country who deserve our help — not last, but first," Riegle said during the Senate debate. Rep. Robert Wise (D-W.Va.) stressed similar points on the House floor.

The legislation gives Bush 10 days to declare an emergency under provisions of last year's budget agreement.

Concerns raised over fast-track trade negotiations

By John R. Oravec

Some members of Congress are voicing reservations about the direction of the U.S.-Mexico free trade negotiations now that the Bush administration has started shaping the agreement with a two-year extension of fast-track authority.

Their concerns are over what impact a wide-open trading arrangement between the United States, Canada and Mexico would have on American employment and living standards.

And they have reason to be concerned, according to a study sponsored by the National Planning Association, which warns that a poorly crafted trade pact "could worsen the U.S. trade deficit, resulting in long-term downward pressures on the dollar and U.S. living standards."

Although President Bush promised Congress an unprecedented role in the trade discussions, cooperation from the administration has been lacking.

As a result, House Majority Leader Richard Gephardt (D-Mo.) and Rep. Sander Levin (D-Mich.) have asked congressional investigators for in-depth data on the negotiations. Among their prime concerns are what impact a trade accord would have on wage and employment levels in certain U.S. industries, Mexican environmental and safety standards, as well as the influence of foreign ownership of Mexico's maquiladora factories.

Gephardt has repeatedly called for the creation of a congressional trade office to provide data that the administration has been unwilling to provide.

Several weeks ago, Gephardt asked the Treasury Department for details on the percentage of foreign-made auto parts in cars that qualify under the North American Free Trade Agreement (NAFTA).

Treasury officials said initially that such information would not be released on grounds of executive privilege. They still have given no indication whether the department would comply with the request.

To fill in the gap, Gephardt and Levin have asked the General Accounting Office, Congressional Research Service and the Office of Technology Assessment to conduct the investigations.

Similar concerns on the trade talks have been raised by Reps. Don J. Pease (D-Ohio), Jim Moody (D-Wis.) and Byron Dorgan (D-N.D.) in a letter to Bush.

"If a balanced NAFTA worthy of congressional approval is to be negotiated," they wrote, "it will require . . . congressional input into the substantive give-and-take of the negotiations. Periodic executive-legislative consultations will not suffice."

Other members of Congress also have protested the administration's failure to provide hard information on how the negotiations will affect U.S. workers and businesses.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, reporting to the Executive Council in Chicago, said labor representatives will continue to meet with members of Congress and other working groups and continue to call attention to labor's concerns with rallies and demonstrations.

Attempts by the Labor Advisory Group to set up meetings with the U.S. Trade Representative, however, have been frustrated by delays that now call for a meeting Oct. 24, when negotiations should be near completion, Donahue said.

In August, the AFL-CIO and affiliates plan demonstrations in Kansas City and Seattle to press labor's case for workplace standards and environmental protections in the trade agreement.

The U.S. Trade Representative is meeting with trade ministers from Mexico and Canada on Aug. 19 in Seattle, where unions plan to demonstrate with pickets and balloons that rise to the 50th floor meeting room with the message, "Let us in."

The NPA study, "Trade Talks with Mexico: A Time for Realism," concludes that if the NAFTA is to be negotiated in the context of a international challenges, it must be carefully structured to serve U.S. economic interests.

Written by Prof. Peter Morici of the University of Maine, the report examines both the potential benefits and the pitfalls for American workers and business.

A basic problem in the trade talks for the United States is that Mexico wants preferential access to the U.S. market in exchange for opening up its markets and investment to all nations, Morici notes.

In that context, he cites the possibility of Japanese multinational corporations outmaneuvering U.S. companies with their access to capital, manufacturing technology and skilled labor.

Morici cautions that Mexico could become a back door and a final staging area by the Japanese Keiretsu for an assault on American and Canadian markets.

"The United States might be able to cope with such a market access disadvantage if it enjoyed a superior competitive position in technology and human resources, but it does not," Morici writes.

Free trade proponents relish the benefits of swapping low-wage jobs for high-wage jobs under a U.S.-Mexico agreement, he observes.

Newsmakers

Richard Ravitch, a New York City lawyer and businessman, was elected chairman of the board of trustees of the AFL-CIO's Housing Investment Trust, and appointed chairman of the advisory board for the federation's Building Investment Trust. Ravitch, a builder for 20 years, has been responsible for the construction of more than 50,000 union-built apartment units in the United States and Puerto Rico. AFL-CIO Secretary-Treasurer **Thomas R. Donahue** praised Ravitch, saying "his willingness to take on the chairmanship of the Trusts augurs well for their continued growth and success."

Mary Miller Cracraft has been appointed to a second five-year term on the National Labor Relations Board by President Bush. Cracraft, a Democrat, originally was appointed to the board by President Reagan. Prior to her board service, she was an attorney with the management law firm of Gage and Tucker in Kansas City, Mo., and had been a field attorney in NLRB Region 17. The NLRB is required by law to have a bipartisan make-up.

Patrick M. Cleary, an attorney and former Labor Department official, has been designated chairman of the National Mediation Board, effective July 1. Cleary has been a member of the board since 1989, and prior to that was a partner in the Brock Group, a firm headed by former Secretary of Labor **William Brock** that specializes in international trade and labor-management issues. Cleary succeeds **Joshua M. Javits** as board chairman. The three-member NMB selects its own chairman for one-year terms. The other board member is **Kimberly A. Madigan**.

Delbert Leon Spurlock Jr. has been nominated deputy secretary of labor to succeed Roderick A. DeArment. Spurlock has been with the law firm of George D. Thatch in Washington, D.C., and worked in several posts with the Department of the Army prior to 1989.

Marshall Jordon Breger was nominated by President Bush to be solicitor for the Department of Labor, succeeding Robert P. Davis. Since 1985, Breger has been chairman of the Administrative Conference of the United States, an independent federal agency that makes recommendations on ways to improve regulatory affairs in all three branches of the federal government.

Arline Neal, the first woman to serve on the Metropolitan Washington AFL-CIO and president of Service Employees Local 82 for nearly 20 years, was honored July 27 at a retirement dinner. Neal, 74, fought her way through child abuse, rape, social discrimination and poverty to become one of most effective labor leders in the District of Columbia, said the SEIU, which noted that she is also a founder of the D.C. Foster Grandparents program.

Thanong Pho-arn, president of the Labor Congress of Thailand and an outspoken critic of the new military regime, disappeared on June 19 in Bangkok shortly before his scheduled departure for a meeting of the International Confederation of Free Trade Unions in Geneva. In a letter to **Hiram Lawrence,** chairman of the Generalized System of Preferences Subcommittee in the Office of the U.S. Trade Representative, AFL-CIO Research Director **Rudy Oswald** expressed concern for Thanong's safety. His letter followed up the AFL-CIO's June 1, 1991, petition to the GSP Subcommittee seeking an expedited review of allegations against the government of Thailand.

DEATHS

Songwriter and performer **Earl Robinson,** whose works have chronicled the struggles and fulfillment of America's unions, died July 20 in Seattle of injuries he sustained in a traffic accident. He was 81.

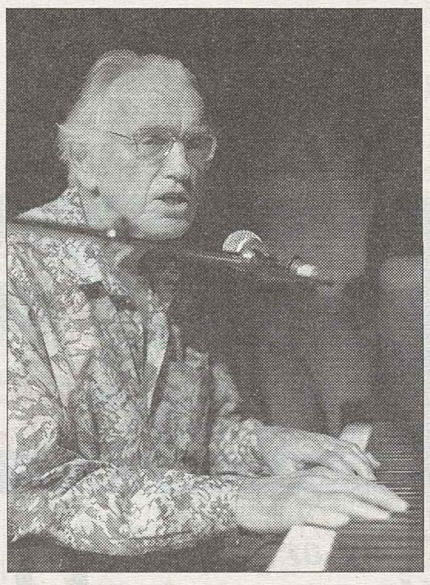
His best known labor ballad is "Joe Hill," which he frequently sang at labor festivals, including the Great Labor Arts Exchange at the George Meany Center for Labor Studies.

Robinson's other musical compositions include "The House I Live In," recorded by Frank Sinatra; "Hurry Sundown," sung by Peter, Paul and Mary; "Ballad for Americans," introduced more than 50 years ago by Paul Robeson, and "The Lonesome Train," a cantata about the death of Abraham Lincoln.

"Robinson's death is a great loss for the American labor movement as well as for all the American people," said Larry Rubin of the Labor Heritage Foundation.

A classically trained composer, Robinson graduated from the University of Washington in the early 1930s. Unable to find work as a music teacher during the Great Depression, he joined the Workers' Laboratory Theater in New York City as a performer and song writer. His works ranged from a piano concerto to music for radio, television, theater and films. Robinson was a member of the Musicans.

In 1938, he composed the music to a poem by Alfred Hayes about Joe Hill, a union organizer who was executed in Utah in 1915.



Earl Robinson

AWARDS

Barry Feinstein, president of Teamsters Local 237 for 24 years, received the "Good Scout Award" from the Boy Scouts of America Greater New York Councils at the 1991 Labor Luncheon which generated more than $81,000 in donations for the Scouts. Feinstein is vice president of IBT Joint Council 16 and chairman of the New York State Public Employees Conference. **Sonny Hall,** president of Transport Workers Local 100, was chairman of the luncheon.

The AFL-CIO Blood Bank in Lancaster, Pa., was presented the Lancaster City and County Medical Society's annual Benjamin Rush Award, which recognizes an outstanding voluntary contribution to the health of the community. **Elmer Dixon,** who helped establish the blood bank in 1963, and who is head of the Carpenters Local 287, received the individual award for his efforts.

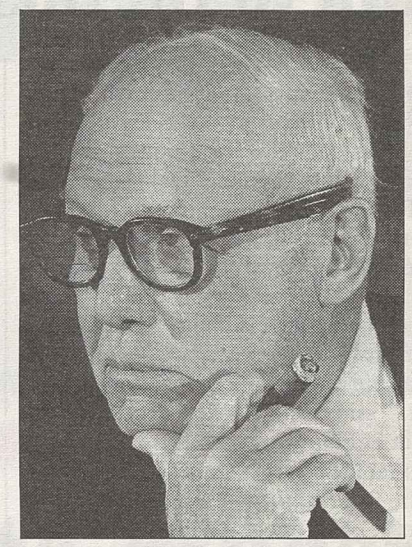
New stamp will honor Meany

The U.S. Postal Service announced it will issue a commemorative postage stamp of the first president of the AFL-CIO, George Meany, on the centennial of his birth in 1994.

The AFL-CIO Executive Council at its February 1991 meeting had urged the federation affiliates to write to the Postmaster General requesting the Postal Service issue a commemorative stamp that would serve as an appropriate recognition of Meany's service to all working Americans.

The council had pointed out that Meany "fought for every worker's right to join a union, for the fairness of collective bargaining, for equality and opportunity for every American and for the cause of human rights and freedom for working people around the world."

AFL-CIO President Lane Kirkland, in a letter to Postmaster General Anthony Frank, said the decision to issue a commemorative stamp honoring Meany is "greatly appreciated. The AFL-CIO and its affiliated unions look forward to the stamp with great anticipation."



George Meany

The USPS and its Citizens Stamp Advisory Committee selected George Meany as a commemorative subject from some 1,500 topics suggested annually, a USPS spokesman said. The design subcommittee of the advisory group now will begin work in selecting an appropriate design for the stamp, which will go into production in 1994.

AFL-CIO to Latin leaders: help Chanes to leave Cuba

Mario Chanes de Armas, released from a Cuban jail July 17 after enduring 30 years as a political prisoner, should be permitted to leave Cuba under humanitarian status, the AFL-CIO said.

In a letter to Latin American leaders attending the "Cumbre Ibero-Americana" in Guadalajara, Mexico, AFL-CIO President Lane Kirkland said that Chanes wanted to rejoin his family now in Florida.

"I would like to request that you use your good offices with the government of Cuba, as a humanitarian gesture, to support his request for an exit permit," Kirkland wrote.

Chanes was the last of the historic "plantados," who refused to be indoctrinated or to wear prison uniforms — the plantados' expression of their defiance. The leader of the Cuban brewery workers, Chanes was believed to be the longest-held political prisoner in the world. He was arrested July 18, 1961, after he renounced his government post and openly criticized Fidel Castro's intention to establish a communist dictatorship.

Upon his release, Chanes went directly to a cemetery where he placed flowers on the grave of his son, who died after a minor operation during his father's imprisonment.

The federation and its Labor Committee for a Free Cuba have been working through international channels for the past year to secure the release of Chanes and Ernesto Diaz Rodriguez, another "plantado" who was released in March after spending 23 years in a Cuban prison.

Diaz, who traveled to Washington in May to thank the AFL-CIO for its support and to plead with President Bush and members of Congress to secure Chanes's release, currently is touring Europe, speaking about human rights in Cuba. To maintain his sanity in prison, he says, he began writing poetry and now has nine published volumes.

The AFL-CIO has extended invitations to Diaz and Chanes to attend both Solidarity Day '91, Aug. 31, in Washington, and the AFL-CIO convention, Nov. 11-14, in Detroit.

The AFL-CIO's Labor Committee for a Free Cuba estimates there are some 30,000 political prisoners still in Cuban jails. The federation has presented proof of Cuban worker and human rights abuse to the International Labor Organization in Geneva.

During his meeting with Diaz and Belen Chanes Lopez, sister of Mario Chanes, Bush called for a free and democratic Cuba and urged Castro to free the political prisoners.

Resources

CONFERENCES

Breaking the Barriers: White Collar Women on the Move, an international conference sponsored by the AFL-CIO Department for Professional Employees, will be held Sept. 5-7 at the Washington Court Hotel in Washington. For information, contact Pamela Wilson or Marjorie Wheeler at DPE, AFL-CIO, 815 16th St. N.W., Washington, D.C. 20006.

PUBLICATIONS

The Hours We Work: New Work Schedules in Policy and Practices is a digest published by the International Labor Organization. The digest contains the latest developments in legislation and collective agreements as well as detailed descriptions of over 30 case studies in diverse industries and services in various countries. For more information contact the ILO Publication Center, 49 Sheridan Ave., Albany, N.Y. 12210.

Union community services aim to fill Bush policy void

By Sharolyn Rosier

Bush administration failures to address community needs leave a large void to fill by "community service through union action," delegates to the AFL-CIO's 29th annual Community Services Conference in Washington were told.

"Just because the Bush administration doesn't give a damn about the less fortunate in our society doesn't mean that we should back away one single bit," said Letter Carriers President Vincent Sombrotto, chair of the AFL-CIO Committee on Community Services. "In fact, it means that we must do more, with more people, with more money."

The 700 delegates were nearly double the number who attended the 1990 conference in Denver, a credit to the union activists who have devoted their time to community service, said Sombrotto.

"The often overlooked hard work that you perform day in, day out in communities all across America is the bedrock of the labor movement," Sombrotto said, noting the assistance provided to such causes as the Center for Creative Non-Violence and food banks that feed the homeless.

Sombrotto announced that the NALC, in cooperation with the AFL-CIO Department of Community Services and local community service liaisons, will conduct food drives this fall in 10 cities across the nation. The 10 areas selected for the pilot program include Harrisburg, Pa.; Long Island, N.Y.; Columbus, Ohio; Peoria, Ill.; Louisville, Ky.; Jacksonville, Fla.; San Antonio, Texas; Dallas; Portland, Ore.; and San Jose, Calif.

"Millions of Americans are hungry or homeless and their only opportunity for a good meal is a local food bank," Sombrotto said.

The failure of the Bush administration makes the mission of union community services more urgent, said department Director Joe Valesquez. "America's families are hurting, despite what anyone in this administration tells you," he said. "That's why we're here: to help the unemployed, and underemployed reach real, full employment."

That point was underscored during the week by the release of a study by the Center on Budget and Policy Priorities, which noted that the rich got richer and the poor got poorer during the Reagan-Bush years.

Other speakers castigated the Bush and Reagan administrations for insensitivity to those in need. Sen. John D. "Jay" Rockefeller (D-W.Va.) blamed the "voodoo economics" of the 1980s for the increases in health care costs, taxes on middle-income America and the retreat on education.

"If you paid taxes, you lost ground," Rockefeller said. "If you were a wage earner, you lost ground. If you were a child, you lost ground. And if you were a union family, trying to raise your kids, pay your bills, and tuck a little money aside — you were practically ground into dust during the Reagan-Bush era."

To honor communities that have worked to improve the lot of the "have-nots," the conference designated five communities as winners of 1991 AFL-CIO Model City in Community Service Awards — Columbus, Ohio; Buffalo, N.Y.; Jacksonville, Fla.; Kansas City, Mo.; and Orange County, Calif.

"Each of these communities can serve as a model for the rest of the nation on how volunteer agencies, the United Way and unions work together for the betterment of all the residents," he said.

The winners were selected based on a detailed survey emphasizing effective health and human services programs developed by volunteer union committees. Each community was awarded a sign suitable for display on a highway entering the area designating it as a "model city."

Bill Burke/Page One Photography

Alice Rains hugs AFL-CIO President Lane Kirkland after accepting the Murray-Green-Meany Award on behalf of her son, Rep. Mickey Leland.

A conference highlight was the Murray-Green-Meany Award, presented by AFL-CIO President Lane Kirkland posthumously to Rep. Mickey Leland (D Texas). Alice Rains, Leland's mother, accepted the award.

"His concern for the human condition did not stop at our national borders," Kirkland said. "Mickey's fight against hunger, disease and injustice brought him to the most God-forsaken regions of the world — places where people needed most desperately his message of hope and solidarity."

Leland died in 1990 in an airplane crash in Ethiopia, where he had gone to survey the conditions of a refugee camp.

In accepting the award, Rains said, "Mickey always appreciated labor as one of his greatest supporters and I know he would be proud of this award."

The Murray-Green-Meany Award consists of a commemorative medallion and a $5,000 grant. Previous recipients include Marion Wright Edelman, Rep. Claude Pepper, Rev. Theodore Hesburgh, and Eleanor Roosevelt.

Delegates participated in a number of afternoon breakout sessions on issues such as disaster damage assessment, housing, unemployment, AIDS, and strategies for helping strikers.

AFL-CIO vice presidents addressing the conference were: Owen Bieber, George J. Kourpias, Susan Bianchi-Sand, John J. Sweeney, William H. Bywater, Robert A. Georgine, and Joyce Miller.

Other speakers included Reps. Charles Rangel (D-N.Y.), Patricia Schroeder (D-Colo.) and Bill Richardson (D-N.M.); D.C. Delegate Eleanor Holmes Norton; Baltimore Mayor Kurt Schmoke; American Red Cross President Elizabeth Dole; Gracia Hillman, executive director of the League of Women Voters; and Ernesto Cortes, Texas director of the Industrial Areas Foundation.

VOLUME 36, NUMBER 16
AUGUST 5, 1991

AFL-CIO NEWS

INSIDE

1 **AFL-CIO will oppose Thomas nomination**
Citing his bias toward unregulated markets, the AFL-CIO announced it will oppose the nomination of Clarence Thomas to the U.S. Supreme Court.

1 **OSHA reform bill expands worker role**
Labor-supported legislation would strengthen OSHA's standard setting and increase the role of workers in ensuring workplace safety and health.

3 **House "pay or play" plan adds cost controls**
House Ways and Means Committee Chairman Dan Rostenkowski introduces a health care reform package that includes cost containment measures.

5 **Striker replacement roll call vote in House**
As the Senate prepares to take up the Workplace Fairness bill, which bans the "permanent replacement" of strikers, we list the roll call vote in the House.

8 **Emergency standard needed, labor says**
The AFL-CIO and 30 unions petition OSHA for an emergency standard to protect workers from the crippling injuries caused by repetitive motions.

10 **Congress votes to extend unemployment benefits**
Despite a Bush veto threat, the Senate approved legislation extending jobless benefits up to 20 weeks. The House followed suit on a vote of 375-45.

UNION YES

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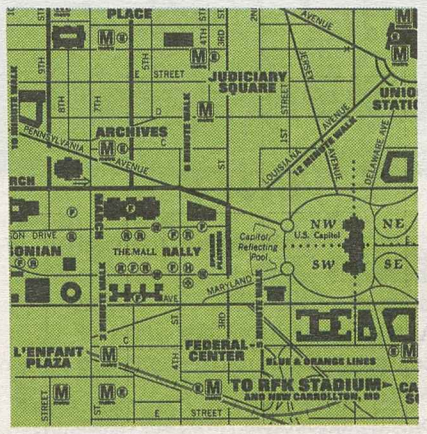
8/5/91

SOLIDARITY DAY



Where to go. See Page 6-7.

AFL-CIO NEWS

VOLUME 36, NUMBER 17 AUGUST 19, 1991

United labor, allies ready to march

By Arlee C. Green

Many faces. One voice. From around the country — indeed, from around the world — union members and their allies from 151 different organizations will fill the streets of Washington on Aug. 31 with the unified message of Solidarity Day '91.

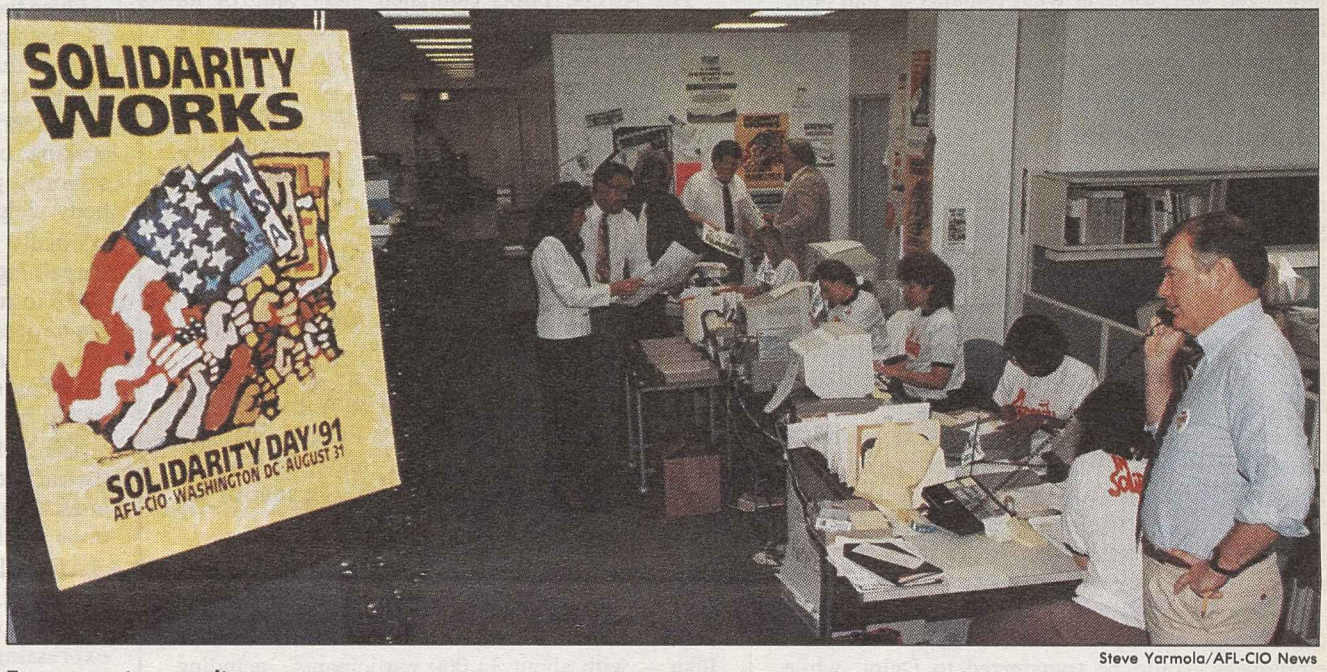
"We are one," they will say, in calling for passage of the Workplace Fairness bill, for reform of the nation's health care system and for freedom of association for workers here and abroad.

"Those who attended the first Solidarity Day 10 years ago know what a great success it was," AFL-CIO President Lane Kirkland said. "As with the first Solidarity Day, we hope to achieve an impressive turnout in order to convince our national political leaders that this trade union movement is united and determined to prevail on critical issues."

The planning has been continuous over the six months since the AFL-CIO Executive Council declared Aug. 31 as Solidarity Day '91. Allied groups also have jumped into the action. One of the 151 organizations that has endorsed Solidarity Day, the NAACP, is distributing 20,000 fliers to churches urging people to come to the event.

In addition to addressing the three major themes, those allies will join in the march to draw the nation's attention to the need for pay equity, civil rights legislation, pension protections, investment in education, fair trade, OSHA reform, adequate funding for states and cities, fair housing, child care, family and medical leave, and sound policies aimed at rebuilding America and preserving its environment.

In the final days before the historic return of workers on the 10th anniversary of the 1981 Solidarity Day, the intensity of the event can be felt wherever trade unionists gather.



Steve Yarmola/AFL-CIO News

Transportation coordinator Vincent O'Brien, right, and national office staff make final preparations.

Some 3,500 buses have been reserved to bring union members to Washington. Each bus will have a captain responsible for keeping track of the riders and seeing that all make it back to the bus for the return trip home. To ease the task, packets of detailed information and instructions have been sent to each captain — a mammoth mailing task.

Buses are being routed to parking lots at RFK Stadium and the Pentagon where riders will be directed to the Metro system for a short ride downtown to the stops along the parade route. Food and Commercial Workers' buses are being sent to UFCW Local 400 in Landover, Md., where riders can catch the Metro.

For groups smaller than a busload and for some areas unable to get buses, vans will bring union members to the march — from cities within 12 hours or less driving time from Washington.

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Willie Nelson tops entertainment

Entertainer Willie Nelson will headline the growing list of singers and actors who will perform on stages at each end of the Solidarity Day '91 march route.

Nelson has long been involved in workers' causes, including Farm Aid. "Save the Family Farms" is one of the goals of Solidarity Day.

The list of performers also includes folk singers Pete Seeger and Arlo Guthrie, actress Jean Stapleton, actors Theodore Bikel and Ron Silver, lead singer Florence LaRue of the Fifth Dimension, Metropolitan Opera soloist Pamela Warrick-Smith, blues singer Carol Woods, and performers Ngoma and Jaribu Hill of Serious Business. Stapleton, Bikel and Silver are all current or former leaders of their unions.

Also performing will be Kenny Winfree, Baldemar Velasques, Fruits of Labor, Tom Juravich, Eddie Starr, Ann Feeney, Gloria Britton, Joe Uehlein, Laurel Blaydes, Jeanne Mackey, Tony McGuffin, Jane Brody and Si Kahn.

The ILGWU Chorus from the Ladies' Garment Workers will perform and bands are being provided by the Musicians, Postal Workers and Letter Carriers.

The stage at 17th St. and Constitution Ave. will feature entertainment from 10 a.m. to 2 p.m., while the main stage at 3rd St. and the Mall will have performers from 1 p.m. to 3 p.m. The Electrical Workers' bagpipes will lead the march.

Congress on the move to confront health care issue

By Candice Johnson

A new round of health care proposals introduced as Congress was preparing for its August recess promises to raise the level of debate, moving the nation closer to comprehensive health care reform.

Both a measure introduced by House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.) and an amendment by Sen. Paul Simon (D-Ill.) to the Senate leadership's health reform proposal include mandatory cost containment, a feature the AFL-CIO considers vital to any restructuring of the nation's health care system.

The proposals open the door to real reform based on the AFL-CIO's principles of universal access, quality and cost containment, AFL-CIO President Lane Kirkland said. They also would help alleviate "a major problem unions and employers are encountering at the bargaining table by proposing to cover retiree health needs through a public plan" and lowering the age for Medicare eligibility to 60, he noted.

AFL-CIO Vice President John Sweeney applauded the actions and added that, with the introduction of these bills, "we now have the ingredients on the table for national health care reform." Sweeney, who is president of the Service Employees, heads the AFL-CIO committee on health care.

The Rostenkowski proposal would establish an employer-based health care system that provides universal coverage and mandatory cost controls and spending limits.

Simon's bill, S. 1669, builds on the comprehensive reform proposal introduced by the Senate leadership this summer, adding an independent federal health expenditure board to oversee cost-setting and rates.

Rostenkowski said he will schedule hearings on his bill, H.R. 3205, this fall and indicated that he was willing to discuss alternative proposals to meet the objectives of access and cost. The Ways and Means Committee, which oversees the Medicare program and also is responsible for writing tax legislation, would play a key role in determining the finance provisions of any health care proposal.

While noting there is not yet a broad consensus on the way health care reform should be achieved, Rostenkowski stressed that "there is no more important problem confronting our country today than health care. It is time to

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Delta buys Pan Am assets

Unions trying to recapture lost jobs

By James B. Parks

Delta Air Lines' takeover of most of Pan American World Airways' operations will save about 78 percent of the bankrupt carrier's jobs, and union officials are working to try and keep more jobs from being cut.

"Compared to Eastern, it's great," said John Kerrigan, secretary-treasurer of the Transport Workers. "Half of our people kept their jobs. With Eastern they all lost. But for that half that lost their jobs and those who hoped for a resurrected Pan Am, it's a disaster."

However, the deal was the best possible at the time, union officials said. "This is the best deal from the standpoint of the employees," said George Miranda, vice president of Teamsters Local 732, which represents Pan Am customer agents. The Delta proposal saved more jobs than the offers from other buyers and guaranteed that there would be a unionized workforce at what remains of Pan Am, he said. The deal also includes $80 million in cash to help Pan Am operate until the sale is approved, Miranda said.

13,500 jobs saved

Under the plan approved Aug. 12 by U.S. Bankruptcy Judge Cornelius Blackshear, Delta will pay $621 million to Pan Am's creditors and assume about $700 million in liabilities. The creditors also will receive 55 percent equity in a reorganized Pan Am.

In return, Delta will receive Pan Am's European routes and operations, the Pan Am shuttle, and a 45 percent stake in the reorganized Pan Am.

The sale will save about 13,500 of the carrier's remaining 17,300 jobs. Pan Am announced Aug. 2 it was eliminating about 5,000 of its 22,000 jobs. Other bids by United, American, Trans World and Northwest would have saved fewer jobs, Miranda said.

If the sale is approved by the U.S. Department of Transportation, a total of 6,600 Pan Am employees would be transferred to Delta, while another 6,900 would retain jobs in the reorganized Pan Am. The reorganized airline would retain only existing Latin American routes.

TWU takes heavy hit

As part of the deal, Pan Am will close its New York-based maintenance facilities, where the bulk of the Pan Am TWU members work, said Kerrigan, who also heads the union's airline division. At the same time, Delta does not have the capacity to absorb all the maintenance work that will be required. Kerrigan said he is meeting with Delta and Pan Am officials in hopes of keeping some or all of the maintenance operation open thereby improving the job situation.

TWU represents 6,147 mechanics, dispatchers and building service representatives at Pan Am. Of the group, 1,318 will transfer to Delta with full seniority, Kerrigan said, while 1,650 will stay with a reorganized Pan Am. But 3,179 will lose their jobs unless the negotiations over maintenance are successful.

The Teamsters represent 5,400 customer contact agents and general clerical workers. At Delta, the pilots and the dispatchers are union members.

Miranda, who serves on the Pan Am creditors' committee, said he would have preferred to have kept Pan Am whole and not split it up. When it became obvious that it was impossible, he said, labor insisted that employees' jobs be protected in any deal.

Kerrigan also said he would have preferred a whole Pan Am. But now, "Pan Am is gone. All that's left is a tax shelter for a small amount of Pan Am," he said. Pan Am holds over $1 billion in tax credits that only it can use, so the buyers had to keep the entity alive to take advantage of those credits, Kerrigan said.

ALPA praises deal

Laid-off employees will receive preferential hiring for future jobs at Pan Am and Delta, Kerrigan and Miranda said.

The Airline Pilots estimated that 1,400 of its 2,000 members at Pan Am would keep their jobs after the sale. In a statement, ALPA praised the deal as "the best we could have hoped for." The proposed sale "offers a new lease on our professional life" for many Pan Am pilots, the statement said.

Brian Moreau, president of the Independent Union of Flight Attendants, said more than 3,000 of the union's 4,283 members would have jobs after sale, with 1,800 transferring to Delta and 1,400 or 1,500 staying with Pan Am. Those laid off, he said, would have recall rights at Pan Am and be given priority by Delta in future hiring.

Delta will not assume any of Pan Am's pension liabilities, but those benefits will be protected under federal provisions. The Pension Benefit Guaranty Corp. moved July 24 to protect about 35,000 Pan Am employees and retirees with a bailout of the company's underfunded pension plan.

Pension fight in court

The PBGC asked a federal court in New York to terminate the Cooperative Retirement Income Plan — with about 34,000 participants, including 11,000 retirees — which the agency says is $800 million short. It also wants to terminate the defined benefit plan for flight engineers, which has 750 participants, including 550 retirees, and is underfunded by about $40 million. Both funds were frozen in 1983.

Pan Am challenged the pension takeover and the court has set a Sept. 13 hearing.

Meanwhile, two bills designed to save Pan Am jobs were introduced on Capitol Hill. S. 1565, sponsored by Sen. Bob Graham (D-Fla.), and H.R. 3178, co-sponsored by Reps. Thomas Manton (D-N.Y.) and Dante Fascell (D-Fla.), would require the new owners of Pan Am's international routes to retain current U.S. employees to service and operate those routes.

"European laws protect workers in this situation, but our laws are deficient. The United States is leap years behind other civilized countries in protecting workers," said Marv Griswold, director of the Teamsters airline division.

"Our fight is for basic fairness. Other countries protect airline employees in the event of route transfers and we should too," Graham said.

AFA and United tentatively agree after 4 years

By Candice Johnson

A final, marathon bargaining session and the support of the AFL-CIO helped the Flight Attendants jettison four years of frustrating contract talks to reach a tentative settlement with United Airlines.

The proposed agreement would cover 16,000 United attendants, many of whom have been working without a pay raise since 1986. After reviewing the tentative agreement, the union's United Master Executive Council recommended that the membership ratify the accord. Details of the settlement will be made public after the vote.

Joining the talks were National Mediation Board chairman Patrick Cleary and mediator Sam Cogneta.

Over the course of negotiations, the AFA had been pressing for a wage increase, pointing out that United attendants earned about 12 percent less than their counterparts at Delta and American Airlines. The union also was seeking other contract improvements like seniority guarantees and the elimination of body weight restrictions.

Finally tiring of four years of fruitless bargaining, the AFA in May petitioned the NMB to release it from further talks to begin the process leading to "self-help" by the union. That petition should trigger the 30-day "cooling-off period," after which AFA would be free to strike.

The NMB took no action, however, despite the carrier's failure to respond to the AFA's latest proposal and the stalemate in negotiations reached in July.

AFL-CIO President Lane Kirkland then wrote to United chairman Stephen Wolf and members of the airline's board of directors, expressing his concern about United's "failure to promptly and fairly conclude collective bargaining" with the AFA.

"The flight attendants at United, members of an affiliate of the AFL-CIO, have asked for our assistance. They are understandably frustrated and angry over the treatment they have received at the bargaining table and in the workplace," he wrote, pointing out that the company had completed negotiations with its other unions in the past.

Kirkland reminded the United officials that when collective bargaining "does not yield an agreement due to corporate intransigence, labor must unite and directly act to achieve a just settlement." He noted that the AFL-CIO would be watching the situation closely.

At the same time, Kirkland contacted the NMB with an appeal to get the talks moving or release the AFA from mediation. Cleary arranged for a round of mediated talks to resume on Aug. 8 — talks that led to the tentative agreement.

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LEGISLATION

Civil rights bill alive and well, despite Bush

By James B. Parks

Two key senators pledged to work to pass the Civil Rights Act of 1991 despite the White House's efforts to sabotage the process.

After weeks of futile negotiations with the administration over a possible compromise, Sen. John Danforth (R-Mo.) said he planned to introduce a consolidated civil rights bill, possibly when Congress returns after the August recess.

Civil rights groups praised Danforth for his efforts to fashion a compromise. Ralph Neas, executive director of the Leadership Conference on Civil Rights, which includes the AFL-CIO and 184 other labor, civil rights, and consumer groups, noted however that the group has some concerns about parts of the latest version of the bill.

Sen. Edward Kennedy (D-Mass.), chairman of the Labor and Human Resources Committee, said he would work with Danforth to produce a bill that could pass the Senate with a veto-proof margin.

The bill would reverse several 1989 Supreme Court decisions that narrowed the remedies available to victims of job discrimination.

"President Bush's refusal to support the Danforth compromise seriously undermines the rights of millions of working women and minorities to be free from discrimination on the job," Kennedy said.

Danforth announced Aug. 1 that his talks with the White House on the bill had been an exercise in "rainbow-chasing." The talks followed weeks of efforts by a group of Democrats, Danforth and other moderate Republicans to fashion a bill that could garner enough votes to pass the Senate and override a certain presidential veto.

The major difference is over a 1971 ruling by the Supreme Court in Griggs v. Duke Power, which stated that job requirements that exceed those needed to perform the job are unlawful if they screen out a disproportionate number of minorities. The court in 1989 weakened that rule in Wards Cove v. Antonio.

Danforth's bill and legislation passed in the House would restore the Griggs rule, which the administration opposes.

Danforth rejected White House arguments, saying it would be a "serious mistake for the president. . . to turn the clock back on civil rights." The White House seems determined, Danforth said, to allow businesses to use degree requirements in hiring even if they shut out of the job market 50-year-olds who lack a diploma.

Danforth said the nation would not accept as fair an administration bill that allows diploma requirements for janitors, or permits employers to impose with impunity height and weight requirements that consistently screen out women.

The House passed a labor-backed civil rights bill in June. That bill has not been introduced in the Senate. If the Senate passes another version, the differences would have to be worked out in conference committee, said AFL-CIO legislative representative Jane O'Grady.

All-out fight pledged to stop Thomas nomination

Saying his confirmation would place the "far-right wing" in firm control of the Supreme Court, the Leadership Conference on Civil Rights vowed an all-out fight against Clarence Thomas' nomination to the high court.

If Thomas joins the court, "fundamental civil and constitutional rights could be lost overnight," said Ralph Neas, LCCR's executive director. The conference is a coalition of 185 groups including the AFL-CIO, unions, civil rights and consumer groups.

Neas was joined at the press conference by William Lucy, secretary-treasurer of AFSCME and president of the Coalition of Black Trade Unionists. Lucy said Thomas' record, speeches and writings show a "clear insensitivity to the concerns of working people."

The coalition opposes the nomination, Neas told a Washington press conference, because Thomas, as an Education Department official and as head of the Equal Employment Opportunity Commission, "decided to enforce those laws and court decisions with which he agreed, and to ignore and defy those with which he disagreed."

Neas released a lengthy LCCR report that documented numerous actions by Thomas in which he denied or delayed redress for thousands of minorities, senior citizens, women and persons with disabilities in job discrimination cases.

The AFL-CIO Executive Council voted to oppose the Thomas nomination July 31 at its meeting in Chicago.

Several affiliated unions have announced their opposition to Thomas and the Coalition of Labor Union Women, which scored his treatment of women during his time at the EEOC, also has announced its opposition.

Labor's opposition is based on Thomas' outspoken writings in which he attacks the concept that government should ever help workers, consumers or other individuals. He holds that "freedom requires" that property rights and the free market should not be disturbed. In one argument against workers' quest for job security, Thomas wrote that security and freedom "are mutually exclusive."

In contrast, in announcing opposition to Thomas, AFL-CIO President Lane Kirkland said: "Judge Thomas believes that unfettered markets and private property rights are sacrosanct. We do not. We believe that society can and should soften the harsh edges of a market economy to allow wage earners and the less privileged to share in the nation's economic well-being."

The AFL-CIO also noted that Judge Thomas' assertion "that natural rights and higher law arguments are the best defense of liberty and of limited government" suggests a return to "the pre-New Deal judicial activism, which prompted the courts to deny effect to needed social and economic legislation" for decades.

New health care initiatives raise expectations for reform

Continued from Page 1

abandon the catchy slogans and gear up for the legislative long march."

Ten health care proposals have been introduced in the 101st Congress and others are anticipated, including one by the House leadership in the fall and one by the Bush administration early next year.

One proposal, H.R. 1300, the Universal Health Care Act, introduced by Rep. Marty Russo (D-Ill.), is a single-payer plan similar to the Canadian health care system that has gained some labor support.

The AFL-CIO has said it would back measures that "continue the labor movement's long-held goal of a social insurance national health care program, while recognizing that reform may come about in stages."

'Play or pay' systems

Like the Senate Democratic leadership plan, Rostenkowski's proposal would set up a "play or pay" system, but the House version spells out how the system would be funded.

Under the Rostenkowski bill, employers would be required to provide insurance for workers or pay a payroll tax of about 9 percent, which would finance the public health plan that covers all other persons. An additional tax on personal and corporate income — initially 6 percent and increasing to 9 percent by 1996 — also would be levied.

The plan would boost the taxable wage base for the Medicare health insurance tax, now $125,000, to $200,000 by 1993 and would increase in the Medicare tax rate both employers and workers pay from the current 1.45 percent to 1.65 percent in 1996.

The bill would establish a national health care budget, with a federal health care cost containment commission setting expenditure targets, developing a capital budget and allocating the budget among the various sectors of the health care delivery system.

The Secretary for Health and Human Services would establish payment rates for health care services and would regulate insurance practices, in most cases eliminating the industry's clauses on pre-existing conditions.

The Rostenkowski bill also proposes that eligibility for Medicare be reduced to age 60, ensuring retirees better access to health care services.

The Senate leadership's "play or pay" bill, as amended by Simon, would set up a federal health expenditure board to establish spending targets both nationally and by state and region. It would give states the option of establishing a single-payer system that meets the expenditure targets set at the federal level.

Payment rates for physicians would be set under a practice cost system similar to that used by Medicare while hospital rates would be based on diagnostic related groups.

Both payment rates would be adjusted for geographic and other factors and states could develop alternative payment methods.

In addition to adding mandatory cost control measures, the Simon bill also would reduce the age of Medicare eligibility to 60.

AFL-CIO proposals

In February, the AFL-CIO Executive Council called for Congress to establish a national social insurance program that includes workers, the unemployed and others not in the labor force and incorporates Medicare and Medicaid.

While recognizing that reform may come about in stages, the federation called for reforms that include:

- A national commission to administer a cost containment program that includes a cap on health expenditures, a capital budget that manages technology and improves the allocation of resources, and a federal authority that negotiates uniform reimbursement rates (with hospitals, doctors and other providers) to be used by all payers.
- A core package of health care benefits, with supplemental benefits provided on a voluntary basis or through collective bargaining.
- Progressive and equitable financing that requires all employers to contribute toward health care coverage.
- An administrative structure with requirements to standardize claims forms, restrict the number of entities participating in the system, improve delivery of care and assure that no individual will be denied coverage, regardless of age, income, employment status or prior health care history.
- Lowered Medicare eligibility to age 60, putting the program in line with the average retirement age.
- Improved quality through the widespread dissemination of information to physicians through practice guidelines, a national system for technology assessment and a national data base on the cost and quality of care.
- Encouragement for physicians to avoid unnecessary tests and medical procedures and a better system for handling malpractice disputes.
- Provide all Americans access to long-term care and make home care available to the chronically ill.

State workers take message into streets

By Sharolyn Rosier

Public employees throughout the nation are fighting back against the knee-jerk reaction of state officials that cutting jobs is the way to balance deficit-ridden budgets.

The California State Employees Association, a Service Employees affiliate, has set a mid-September deadline to take a strike authorization vote if contract talks with state officials remain stalled.

"If the state stands firm in its demands for rollbacks, members must be given the opportunity to exercise the ultimate weapon of labor, the withholding of services and concerted efforts," said Perry Kenny, director of CSEA's civil service division.

Norman Pastor

Rev. Jesse Jackson leads "Rebuild America" march through Bridgeport, Conn., to spotlight the plight of America's cities. From left: Bridgeport Mayor Mary Moran, Boston Mayor Raymond Flynn, New York City Mayor David Dinkins, AFSCME President Gerald McEntee and Lottie Williams, Conference of Black Mayors.

Workers' contracts expired June 30 and negotiations have shown little progress in three months, Kenny said. The state has halted talks with three of the nine CSEA bargaining units, despite requests by the union for additional bargaining dates.

Under the budget passed in July, state agencies must cut workers' pay and benefits by $800 million. Union negotiators say the cutbacks would reduce salaries and benefits by up to 30 percent for some workers.

Although the budget calls for major cutbacks for state workers, a Superior Court judge has ruled the state must pay higher health care costs for its workers, even though there is no money in the budget for the increases. State Controller Gray Davis argued Gov. Pete Wilson illegally charged workers for increased health care costs without negotiating the issue in collective bargaining. The ruling will cost the state $1.8 million a month.

"Gov. Wilson knows the law requires him to negotiate any changes in health benefits at the bargaining table. Now he knows that the courts will uphold the law," CSEA spokeswoman Pat McConahay said.

California is only one of some 34 states experiencing major fiscal problems caused primarily by the recession, weak state and local tax systems, and the rapid growth of state and local spending as the federal government dumps it responsibilities on them.

Connecticut, the only state in the country that has yet to approve a budget, has three of the ten poorest cities in the nation. A judge recently blocked an attempt by Bridgeport, Conn. to file bankruptcy.

To call attention to the need to help the American worker and to "rebuild America," hundreds of marchers including union members, elected officials, as well as business and community leaders and members of consumer and civil rights organizations joined the Rev. Jesse Jackson in a 54-mile march from Bridgeport to Hartford.

The march emphasized the need to shift the commitment to domestic issues — including jobs, health care, education, affordable housing, and fair taxes.

In a statement endorsing the march, AFL-CIO President Lane Kirkland said the efforts of the "Reagan and Bush administrations to transfer responsibility for vital domestic programs to the states and cities without providing them funds to maintain programs and services worsened the economic and social crises facing state and local governments."

"We can't allow cities like Bridgeport to go bankrupt and renege on the promise they made to their citizens to provide needed services. We can't allow the contracts of municipal employees to be torn up," said Connecticut AFL-CIO President John Olsen.

Connecticut Gov. Lowell Weicker has vetoed the budget three times and urged the state legislature to either override the veto or give up its opposition to an income tax. The state is currently operating on a fourth continuing resolution and the legislature is in a special session to negotiate another budget.

In Michigan, 11,000 employees were furloughed Aug. 15 and 16 and will have to take off again Aug. 19 and 20 to help reduce the budget deficit. An additional 25,000 employees have volunteered to give up as many as 32 hours of paid working time by Sept. 30.

Gov. John Engler and legislators negotiated the layoffs as part of a plan to balance this year's spending levels. The deal settled spending issues until the new budget year begins Oct. 1.

Engler also said the state would not be able to assist Detroit in making its $54 million payment to the police and fire pension board. The admission came after a Wayne County judge on Friday ruled Detroit must pay the remaining portion of the city's annual contribution to the pension system.

In Pennsylvania, AFSCME Council 13 loaned members who were not paid in July as much as $100 each. "State employees feel betrayed by a legislative process that currently forces financial hardship on them through no fault of their own," said Council 13 Executive Director Edward Keller.

Executive Life collapse could hurt 27 unions' pensions

By James B. Parks

Executive Life Insurance failed because state and federal regulators took a "head in the sand" approach that "encouraged small groups of speculators to terminate pension plans to free up cash to take over and, in many cases, destroy companies, send workers to unemployment lines and devastate their local communities," the AFL-CIO Executive Council was told.

Karen Ignagni, director of the federation's Department of Employee Benefits, reported that a study by her department shows that the collapse of Executive Life could jeopardize the pension benefits of members of 27 affiliated unions.

Fifty-seven employers with 90,792 workers terminated their pension funds to recapture "excess" pension assets and bought annuities from Executive Life. The company's court-appointed conservator has reduced the payments from the annuities to 70 percent of the promised benefit. The number of potential victims could easily number in the hundreds of thousands, Ignagni said.

Also in danger are pension benefits of employees covered by ongoing plans that purchased annuities from Executive Life. Another 100 companies and seven public funds with defined contribution plans bought 176 "guaranteed investment contracts" (GICs) with the deferred wages and voluntary contributions of workers, the report said.

Several unions have filed suit against employers involved in leveraged buyouts through Executive Life junk bonds. The Electronic Workers have two suits pending, against Magnatec and Unisys, IUE President William Bywater noted.

Clothing and Textile Workers President Jack Sheinkman told the Executive Council that the plight of retirees in the wake of the Executive Life failure was a major issue in an ACTWU organizing campaign for 7,500 workers at Fieldcrest Mills, the former Cannon Mills, in Kannapolis, N.C.

"The former owner, David Murdock, transferred Cannon's pension funds to Executive Life when he sold the company," Sheinkman said. "Some 13,000 employees had their pension payments, which were only at $75 a month, cut by 30 percent when Executive Life failed."

Although Murdock recently announced he would make up the difference in the 30 percent shortfall, at $1 million, he ended up pocketing some $30 million by terminating the pension plan.

"There is another lesson in this," AFL-CIO President Lane Kirkland remarked. "It may be almost as dangerous to a let a pension fund become overfunded as it is to become underfunded. It becomes a target for the sharpshooters and buyout artists."

The situation points up the need for Congress to revise the 1974 Employee Retirement Income Security Act (ERISA) to protect the victims of the Executive Life collapse and future retirees in case of another insurer's demise, Ignagni added.

The federation has proposed a legislative strategy that would protect participants in plans that are terminated or whose ongoing plans purchase annuities or whose defined contribution plans invest in GICs.

"The AFL-CIO believes that it is critical that Congress move decisively to ensure that there is an adequate safety net to protect pension benefits promised to workers," Ignagni said. "The federal government is the primary insurer, and it should have the regulatory authority to carry out this mandate in a way that protects pensioners and taxpayers."

Had current provisions discouraging terminations been in effect, or had there been checks on the placement of a assets, she said, then Executive Life might never have collapsed.

The legislation, which has not yet been introduced, would call for:

- Strengthening pension plan reporting and disclosure requirements. "Workers, pensioners and their unions have a right to know how their pensions are being managed and whether any changes are being contemplated that jeopardize their benefit security," Ignagni said, adding that they should be allowed to comment before annuities are purchased with pension funds.
- Providing broader coverage by the U.S. Labor Department's Pension Benefit Guarantee Corp. (PBGC) to all pension obligations, including guaranteeing annuities purchased by any plan. The PBGC, which insures the benefits of terminated plans, has been preoccupied with limiting its liability for underfunded plans that are involuntarily terminated and not with funds that are voluntarily ended to purchase annuities, Ignagni said.
- Requiring, in situations where plans are terminated, that the annuities be purchased only from insurers that meet specific federal standards.
- Regulating the levying of current and possible future Internal Revenue Service liens against Executive Life and similar insurers. If the IRS enforced its claims against Executive Life, it would force the liquidation of the company and increase the injury to the company.
- Considering proposals to require joint trusteeship with employees of single employer and public sector plans as a way of balancing the interests of employers in maximizing returns.
- Extending ERISA-like protection to public employee pensions.

The report called for Congress to act quickly to resolve the problems because the victims of the current crisis "cannot afford to wait in economic limbo until the necessary permanent solutions and remedies are developed."

Union members, allies on the march to Solidarity Day

Continued from Page 1

Special Amtrak trains will be coming from Boston; New Haven, Conn.; New York; Trenton, N.J.; and Philadelphia. Transportation coordinator Vincent O'Brien said that some seats are still available from the Trenton and Philadelphia areas.

In addition, several thousand more unionists are planning to fly into Washington-area airports — National, Dulles and Baltimore/Washington International — where volunteer transportation marshals will greet them and direct them to the appropriate ground transportation.

The AFL-CIO negotiated special air fares with United, Northwest, TWA and USAir carriers that are based on a zone system, with the least expensive round-trip fare being $100 from airports in New England, New York, New Jersey, Pennsylvania, Virginia and North Carolina. The round-trip from the West Coast is only $250.

Motorcyclists from UAW Local 735 are taking a week of vacation to travel to Washington from Canton, Mich. And Roy Kruse of the Newspaper Guild Local 117 in Hawaii will spend 22 hours in the air to and from Washington to show his solidarity with unionists from the mainland.

Besides the union members traveling by bus, train, airplane, van and motorcycle, unionists within 60 miles of Washington are receiving letters and maps asking them to attend the event, noting that union members from distant locations who are unable to come to Washington would be counting on them to make sure their union is well represented. An estimated 600,000 trade unionists live within that 60-mile radius.

Union members driving in can park at Metro station lots where some 30,000 spaces have been made available at these satellite lots: in Maryland, Shady Grove (Red Line), Wheaton (Red Line), New Carrollton (Orange Line), Addison Road (Blue Line), Silver Spring (Red Line); in Virginia, Vienna (Orange Line). **See map, next page.**

There will be hundreds of volunteer marshals handling a myriad of duties, from greeting marchers at the airports and bus parking lots, to serving as guides at Metro lots and stations, providing press credentials, security, sanitation, lost and found; and afterwards, answering emergency phones at the federation headquarters to aid travelers returning home.

The American Red Cross will have several first-aid stations and handicapped transportation will be provided at march time from 15th St. and Independence Ave. to the rally site near 4th St. A Postal Service station located near the Ellipse will issue commemorative Solidarity Day covers with hand-canceled postmarks.

Solidarity Day Coordinator John Perkins said that the participants should group themselves on the Mall along the Constitution Ave. corridor between 14th St. and 17th St., where an entertainment stage, at the corner of Constitution Ave. and 17th St., will feature a variety of performers from 10 a.m. until 2 p.m.

At noon, the march toward the Capitol will begin from 14th St., where the first wave of unionists have assembled at the pre-march staging areas.

Perkins said announcements will be made over the loudspeakers in advance telling members of each union where and when to assemble, so that participants can enjoy the entertainment right up to the time of the march. Some unions will have banners or signs indicating where their members should meet ahead of time.

The parade route runs along Constitution Ave. toward the Capitol, with the bulk of the marchers making a right turn on 7th St. Once on the Mall, marchers will continue up to the speakers' platform which is at 3rd St. From 1 p.m. to 3 p.m., there will be introductions, acknowledgements, entertainment and brief remarks. The formal program runs from 3 p.m. to 4:30 p.m.

International trade unionists in Washington for the march will participate in a seminar at the George Meany Labor Studies Center on Aug. 29, two days before Solidarity Day.

"Solidarity Day 1991 takes place in the midst of a remarkable era in the history of the free trade union movement," Kirkland said.

"It's a time when labor is playing a critical role in the new democratic order that is asserting itself in every corner of the plant.

"From the shipyards of Gdansk to the streets of Santiago, from Pretoria to Tirana — even in the Soviet Union — workers pursuing their natural aspirations to breathe free are the essential source of peaceful democratic revolutions that are sweeping aside tyranny and exploitation."

After Solidarity Day, workers from Solidarnosc in Poland — where the "aspiration to breathe free" changed the world — will get on the Solidarity Day buses and start their tour in the United States by riding home with the trade union delegation from Fort Wayne, Ind.

Union Yes ad to air Aug. 31

The AFL-CIO will unveil its new Union Yes commercial, "Benefits," on network newscasts on Solidarity Day, Aug. 31.

The commercial is a straightforward, powerful spot that details the many benefits unions have won for all workers at the bargaining table. The gains include the eight-hour work day, higher wages, pensions, paid health care, sick leave, paid vacations and paid holidays.

These improvements have become so standard that many workers believe such benefits are the creation of their employers. Using the simple technique of listing those benefits, accompanied by the Union Yes music, the commercial brings home the message by concluding:

"The preceding has been brought to you by the men and women of the unions of the AFL-CIO who won them at the bargaining table and set the standard for all working people."

The commercial will be used to support organizing campaigns and legislative initiatives, and can be tagged with local union identification. For information on customization, contact the Labor Institute of Public Affairs at 800/242-UNION or 202/637-5334.

10 years later air controller woes remain

By John R. Oravec

Ten years ago, President Reagan fired 11,400 federal air traffic controllers who struck the Federal Aviation Administration because of rotten working conditions, long hours and burnout.

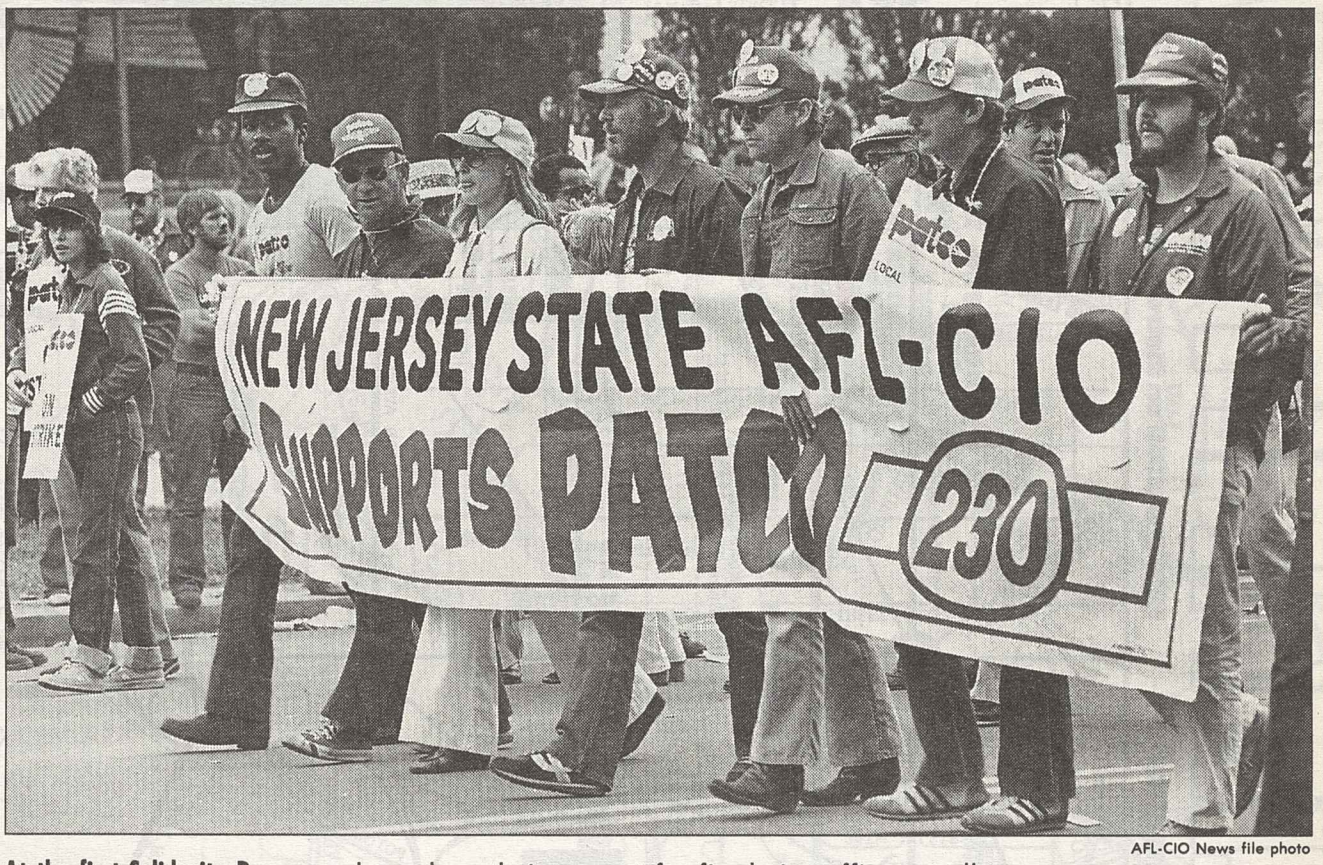
But a decade after the strike and mass firings, many of the same safety concerns that prompted the 1981 walkout remain in the FAA facilities throughout the country.

Many of the fired strikers, who had been members of the Professional Air Traffic Controllers, moved on to new careers. Although the strikers carry the scars of the decade-old struggle, they still maintain ties through an ad hoc organization called PATCO Lives.

Some 300 of the old PATCO members recently came to Washington for a four-day national reunion. "It's a family reunion in every sense of the word," said Bill Taylor, the head of PATCO Lives. "It's time to celebrate our recovering from the strike."

Ten years ago, PATCO fielded a large contingent of marchers in the first Solidarity Day. Taylor said plans were made at the reunion for participation in Solidarity Day '91. At least 100 former PATCO members are expected to be back for the Aug. 31 rally.

Many of the discharged controllers are succeeding in other careers, but some who have sought federal jobs outside the FAA found the doors closed. The FAA has flatly refused to rehire any of the strikers, despite the prodding of the AFL-CIO and some members of Congress.



AFL-CIO News file photo

At the first Solidarity Day, marchers show their support for fired air traffic controllers.

Some participants at the reunion estimated that 3,000 to 4,000 of the fired controllers would go back to work immediately if they were allowed. But they continue to be barred under Reagan's blackball, which is still in effect.

Faulty equipment, understaffing, long hours, heavy traffic and poor labor relations continue to plague the federal air control system, today's working controllers insist.

The National Air Traffic Controllers Association, which now represents the FAA's working controllers, said that virtually nothing has been done to rebuild the system after the 1981 strike even though government witnesses promised Congress the needed overhaul would be completed in less than three years.

"They were wrong then, and they are wrong today," said NATCA President R. Steve Bell. "The air traffic control system has not been rebuilt. There are not enough controllers working, nor in the pipeline to meet today's, much less tomorrow's air traffic demands."

Bell noted that nearly 3,000 fewer controllers handle 30 percent more traffic than in 1981. And some FAA facilities are far worse off. He pointed out that the Washington-area control center has seen a 70 percent increase in traffic while staffing dropped 30 percent.

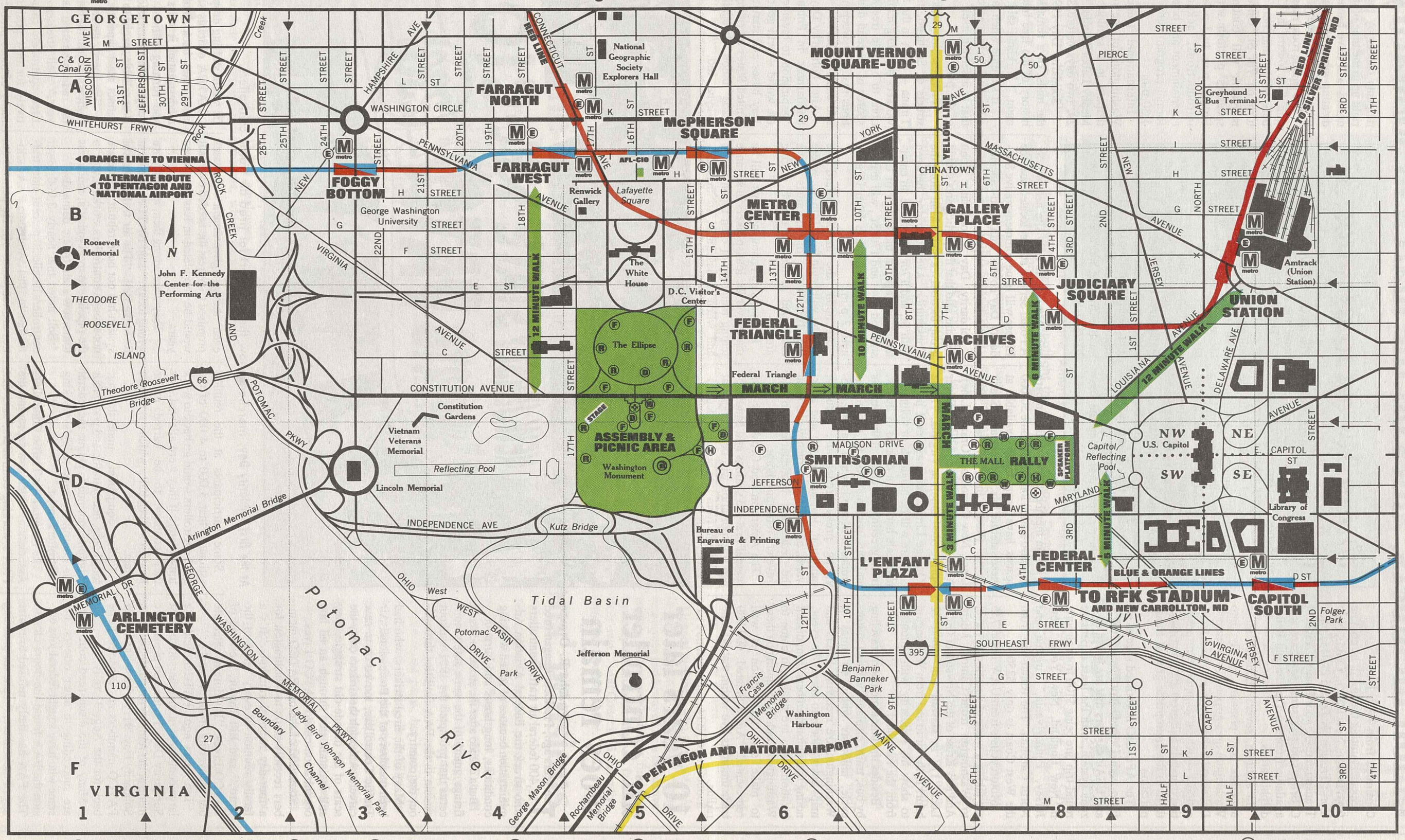
NATCA officials said some equipment dates back to the 1950s while modernization is years behind schedule and running billions of dollars over budget. The union said new equipment is unreliable, prone to breakdowns and cannot meet capacity.

"We need more air traffic controllers, not just the dribs and drabs that the administration serves up each year," Bell stressed. "Allowing the fired controllers to reapply competitively for new positions would solve many of these problems and save the taxpayers millions of dollars in training costs."

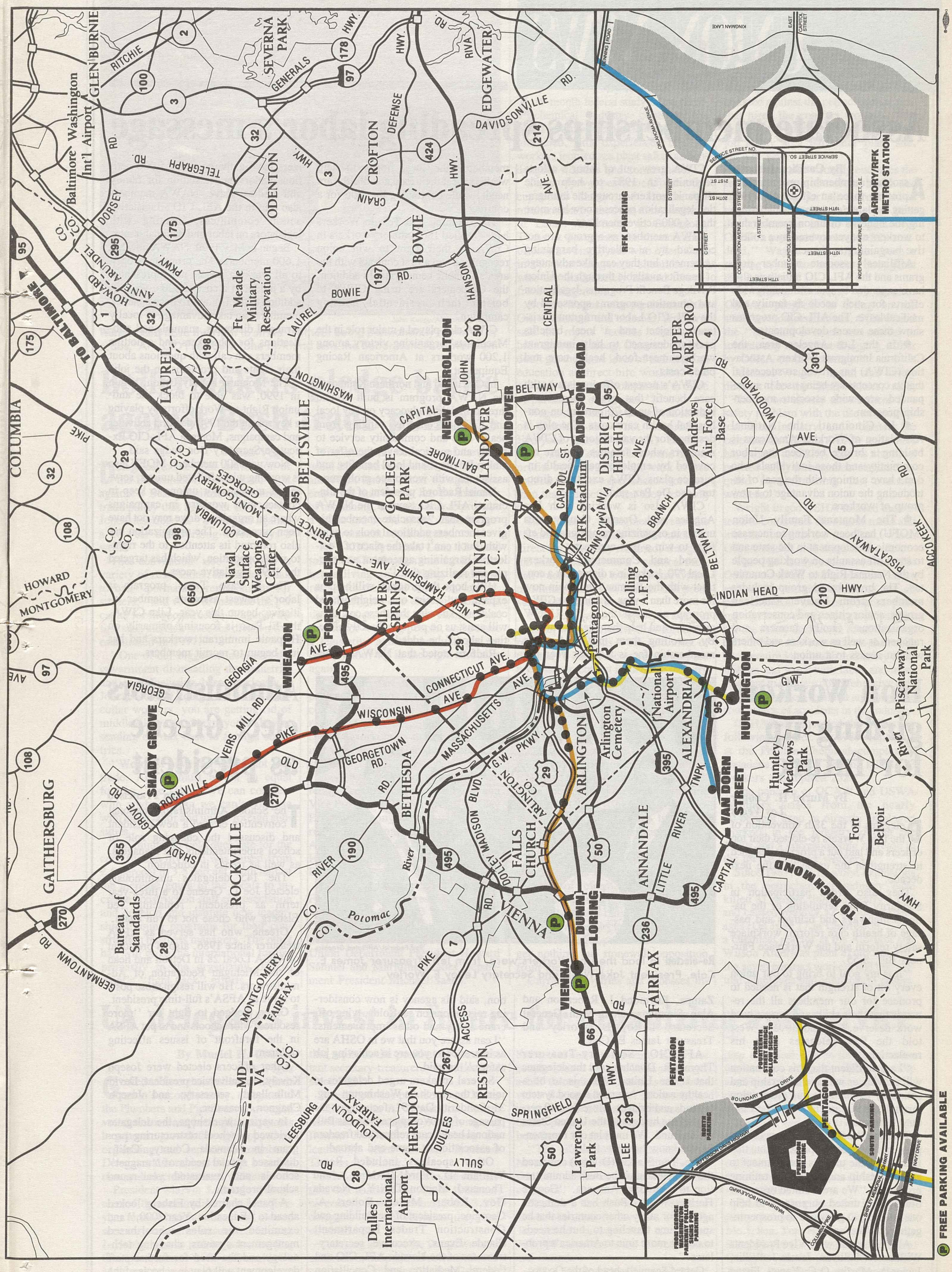
SOLIDARITY DAY '91

There are 17 METRO STATIONS that are 3 to 12 minutes walk to and from the August 31, 1991 SOLIDARITY DAY ACTIVITIES on the MALL. To avoid the large crowds and waiting at the Smithsonian Station, please use the various Blue, Orange, Yellow, and Red Line stations near the Mall for your destination.

METRO STATION ENTRANCE • FREE PARKING on Metro Parking Lots • Metrorail Hours: 7AM - 12 Midnight



FIRST AID - LOST & FOUND (W) WATER (F) FOOD VENDORS (R) REST ROOMS (D) DISTRIBUTION AREA (H) HANDICAP TRANSFER POINT METRO STATION (E) ELEVATOR


Baltimore Washington Int'l Airport
GLEN BURNIE
SEVERNA PARK
ODENTON
CROFTON
EDGEWATER
BOWIE
Ft. Meade Military Reservation
LAUREL
COLUMBIA
BELTSVILLE
COLLEGE PARK
NEW CARROLLTON
LANDOVER
ADDISON ROAD
DISTRICT HEIGHTS
UPPER MARLBORO
Andrews Air Force Base
WASHINGTON, D.C.
RFK Stadium
Pentagon
Bolling A.F.B.
Naval Surface Weapons Center
FOREST GLEN
WHEATON
SILVER SPRING
SHADY GROVE
GAITHERSBURG
ROCKVILLE
BETHESDA
ARLINGTON
Arlington Cemetery
National Airport
ALEXANDRIA
HUNTINGTON
VAN DORN STREET
ANNANDALE
FALLS CHURCH
VIENNA
DUNN LORING
FAIRFAX
Huntley Meadows Park
Fort Belvoir
Piscataway National Park
Bureau of Standards
HERNDON
RESTON
Dulles International Airport
Lawrence Park
TO BALTIMORE
TO RICHMOND
RFK PARKING
ARMORY/RFK METRO STATION
PENTAGON PARKING
FREE PARKING AVAILABLE

UNION NEWS

Associate memberships spreading labor's message

By Candice Johnson

Associate membership programs are proving to be an effective way of getting out labor's message while bringing the benefits of union membership to workers not yet covered by a collective bargaining agreement.

Affiliates' associate member programs and the AFL-CIO initiatives also have expanded to spur communitywide efforts for such needs as family and medical leave. The AFL-CIO programs show these recent developments:

- In the Los Angeles area, the California Immigrant Workers Association (CIWA) has proven so successful that its concepts are being used in an expanded, area-wide associate membership program.
- In Cincinnati, the National Association of Working Americans is building a bridge between the labor community and those individuals who don't have a union with the goal of introducing the union advantage to a new group of workers.
- The Montana Family Union (MOFU) has been working to increase economic development in the state and to stave off assaults on working people by the National Right to Work Committee. The broad-based group includes members from Native American groups, senior citizen and conservation organizations, family farmers and ranchers as well as workers and others without access to a union.

CIWA grew out of labor's efforts beginning in 1987 to help guide Hispanic workers through the immigration legalization process, now has more than 4,000 active members.

CIWA members as a group are not covered by a collective bargaining agreement, but they can take advantage of benefits available through the Union Privilege Benefit Programs, legalization and education programs sponsored by the AFL-CIO Labor Immigrant Assistance Project and a local benefits package designed to help immigrant workers meet food, health care and other costs.

CIWA's newest offering is a health care benefit that gives members a reduction of up to 70 percent on non-hospital health care costs. The plan is designed for the vast majority of CIWA members whose families who are not covered by employer-paid health insurance plans, CIWA executive director Jose De Paz said.

CIWA also is working with Los Angeles and Orange County area unions in organizing campaigns and efforts to win a first contract.

Food and Commercial Workers Local 770, locked in a dispute for a contract with the Farmer John chain now for more than a year, is using the CIWA program to assist the 1,200 UFCW members and help them get a contract. By enrolling them in CIWA — the membership fee is $20 per year per member — the local hopes to help workers meet their food and health care needs, while continuing the fight for a contract.

The Clothing and Textile Workers have enrolled 150 cemetery workers in CIWA in their fight to win union recognition and a first contract with the area's Catholic cemeteries. In addition, the Carpenters are using CIWA to bolster their residential housing campaign.

CIWA also played a major role in the Machinists' organizing victory among 1,200 workers at American Racing Equipment.

In Cincinnati and northern Kentucky, the NAWA program is built around three principles: advocacy on key local and national concerns, ranging from health care and community service to family and medical leave; the offer of Union Privilege and local benefits; and assistance with workplace problems.

Daniel Radford, president of the Cincinnati AFL-CIO, says of the NAWA program that "associate membership gives members additional tools to work with, but it can't take the place of a collective bargaining agreement and people are realizing that."

"We hope the program will help us expand and assist our neighborhood coalitions, knowing that these coalitions will assist us on projects directly affecting labor," he added.

Radford noted that NAWA organizers have gathered some 5,000 petitions endorsing legislation for family and medical leave. NAWA members also join in the AFL-CIO's legislative action committees, meeting with legislators on labor and national issues.

Begun in May 1990, NAWA now has 1,600 members. The program is open to all working people not represented by a union, at a cost of $20 a year. In addition to the Union Privilege benefits, members can take advantage of locally arranged discounts, manuals and publications for jobseekers and a hotline members can call with questions about their rights and problems on the job.

The Montana Family Union, begun in 1990, was able to block the anti-union Right-to-Work efforts by playing a key role in the 1990 electoral activities and campaigns, Montana AFL-CIO Executive Secretary Don Judge said.

Now with 800 members, MOFU also is working with affiliated unions, serving as a means for unions to keep in contact with workers in campaigns where an organizing drive may not have been successful. The organization has also returned its attention to the right-to-work opposition, which has targeted the 1992 legislative races.

The El Paso, Texas, program is labor's newest associate member initiative, begun this year. Like CIWA, the El Paso is focusing primarily on Hispanic immigrant workers and has just begun to recruit members.

Iron Workers girding up for future

By Muriel H. Cooper
Las Vegas

Delegates to the 38th convention of the Iron Workers re-elected their top officers and laid out a program designed to strengthen the union into the next decade.

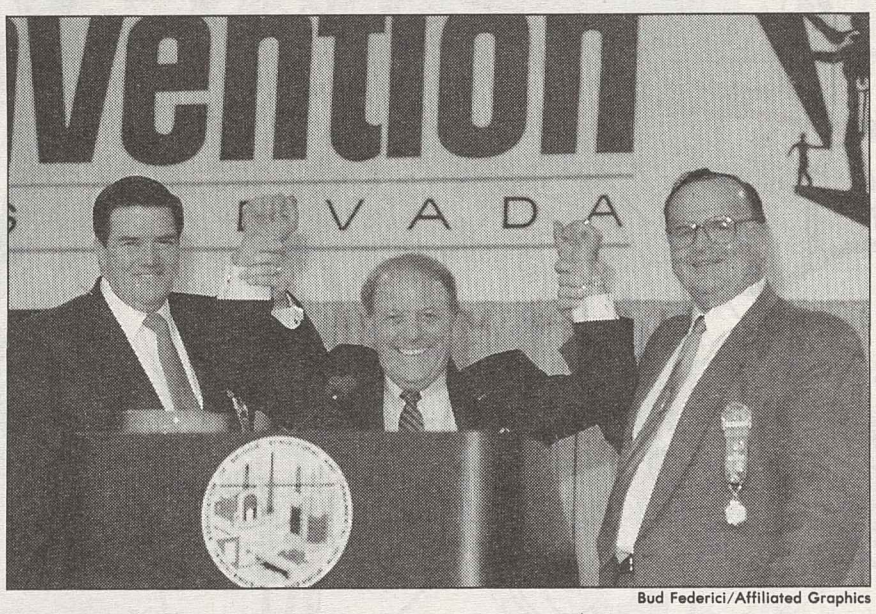
They also urged participation in Solidarity Day, rebuilding of the nation's highways and bridges and passage of health care reform, workplace safety reform and the Workplace Fairness Bill, S.55.

"It is my goal to bring to our union every bit of strength that is needed to produce for our members all the rewards that their skills and honest hard work deserve," President Jake West told the 929 delegates after his re-election.

"I am confident that this convention will provide us with the leadership and solidarity to maintain our great union through the 90s and into the 21st Century," he said.

The Iron Workers future was on display in a videotape presentation that focused on the union's commitment to apprenticeship and on-the-job training programs. "We are a united organization with a united purpose — to help one another, to grow and to prosper together," West said.

Also re-elected were Vice Presidents William H. Sullivan, James J. Willis, James A. Martin, O.C. Yancy, Fhane B. Jones, Donald W. O'Reilly, Richard Zampa, Raymond J. Robertson and Alan Simmons, along with General Secretary LeRoy E. Worley and Treasurer James E. Cole.



Bud Federici/Affiliated Graphics

Re-elected to lead the Iron Workers were, from left, Treasurer James E. Cole, President Jake West, and Secretary LeRoy E. Worley.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the delegates that if the United States is to be a healthy nation, "we need a good system of roads and bridges. More than 40 percent of the bridges in the United States are unsound. We must let our representatives know how we feel."

Sen. Tom Harkin (D-Iowa) criticized the commitment of the Bush administration to rebuilding America. "George Herbert Walker Bush has a domestic agenda for many other countries that he spends time traveling to, but he needs to devote more time to America's problems."

Gerard Scannell, head of the Occupational Safety and Health Administration, said his agency is now considering regulations on scaffolds, tying off, crane safety and other improvements. "I can assure you that we in OSHA are as interested as you are in achieving job safety," he said.

Several speakers urged delegates to join in the march on Washington Aug. 31, Solidarity Day '91, focusing on the passage of the Workplace Fairness Bill, national health care reform and freedom of association at home and abroad.

Other speakers included Reps. William D. Ford (D-Mich.) and Thomas J. Manton (D-N.Y.); Nevada Gov. Robert Miller; Robert A. Georgine, president of the Building and Construction Trades Department; Claude Evans, executive secretary-treasurer of the Nevada AFL-CIO and Federal Mediation and Conciliation Service Director Bernard DeLury.

Administrators elect Greene as president

San Francisco

The School Administrators national convention elected a new president and discussed the changing role of school superintendents and managers, as well as trends in education.

The 145 delegates unanimously elected Joe L. Greene to a three-year term as president, replacing Ted Elsberg who chose not to run again.

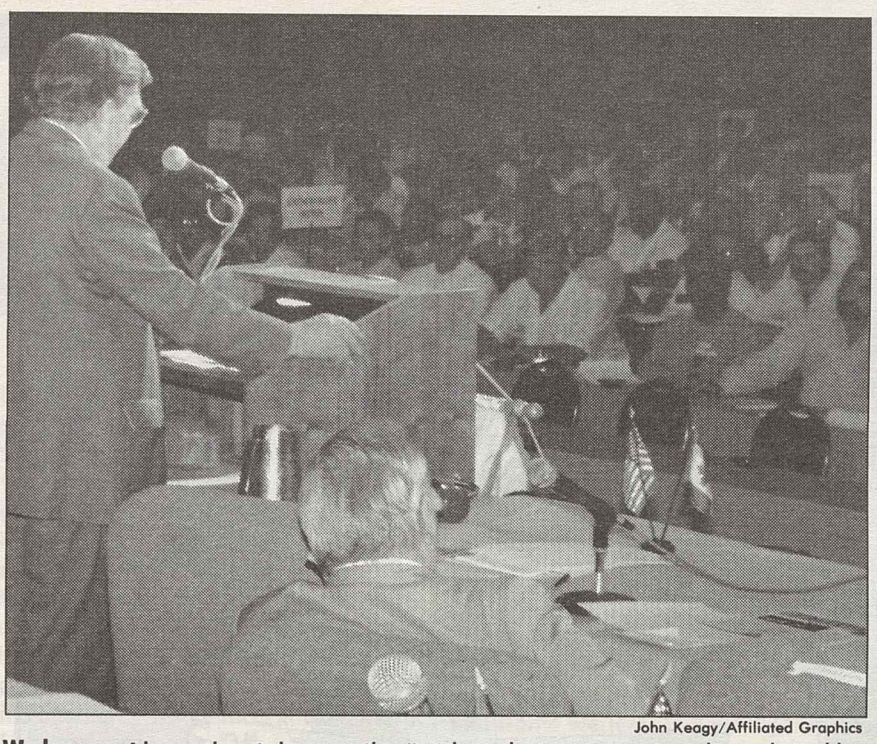
Greene, who has served as AFSA treasurer since 1986, also is president of AFSA Local 28 in Detroit and head of the Michigan Federation of Administrators. He will resign those posts to serve as AFSA's full-time president.

Green pledged to fight for "more resources" for schools and to put AFSA in the forefront of issues affecting children.

Other officers elected were Joseph Kovaly, executive vice president; David Mulholland, secretary; and Joseph Chagnon, treasurer.

In various workshops, the delegates reviewed a school restructuring program in Alameda County, Calif., discussed special needs of "magnet" schools and evaluated year-round school programs.

A panel chaired by Elsberg looked ahead to "Education: Year 2000," and examined the roles school-based management systems, changing technology and the need for further staff development will play in schools of the future.



John Keagy/Affiliated Graphics

Workers must have the right to strike "without being permanently replaced by scabs," AFL-CIO President Lane Kirkland tells the Boilermakers convention.

Boilermakers pledge battle against Bush trade policies

Las Vegas

Delegates to the 28th convention of the Boilermakers resolved to fight against a Bush administration foreign trade policy that President Charles W. Jones described as "putting us against a 10 year old working seven days a week."

The convention also approved a variety of resolutions, including a call to ban "permanent replacements for strikers," and voted to increase the per capita for the construction division, the first such increase since the division was established in 1977.

"One of our biggest concerns is the government dismantling the industrial and manufacturing base recklessly," Jones said. "If you get rid of the blue-collar workers, you are getting rid of middle-class, good taxpayers. They're sending our tax base to foreign countries.

"We must have fair trade, not free trade. And it must be on an equal footing," he said. "We can compete with anybody, but we can't compete with slave labor and unfair foreign subsidies."

The minimum field dues rate for the construction division was raised from 2.5 percent to 3.5 percent, with half of the increase going to the locals to increase construction staff representation and develop and institute new leadership training programs for their construction business managers. The other half will go to the international for use primarily in the organizing department's "fight back" efforts.

The union has been one of the pioneers in creative methods to "Stay In and Fight Back" when up against an employer that clearly has no intention of bargaining, but seeks only to provoke a strike and be rid of the union by hiring permanent replacements.

AFL-CIO President Lane Kirkland told the 857 delegates that the fight for better living and working conditions rests with the trade union movement.

"Clearly no one else will confront these issues, insist on fairness and justice for working people, and pursue a legislative agenda that will get the country moving in the right direction again.

"We can start with a very simple proposition that is at the heart of what collective bargaining and trade union rights are all about...and that is the right of workers to strike without being permanently replaced by scabs," he said.

Jones was re-elected, along with Secretary-Treasurer Jerry Willburn and Vice Presidents Henry Harden, R. Clay Parton, Anthony Yakemowicz, Lawrence McManamon, Richard C. Albright, Alexander MacDonald, Jerry Horseman, Jack Sloan and Henry Bechtholdt.

Other speakers included Canadian Federation of Labor President James A. McCambly, AFL-CIO Building and Construction Trades Department President Robert A. Georgine, Industrial Union Department President Howard Samuel and Maritime Trades Department President Michael Sacco.

Study: Contract workers add to chemical hazards

By Arlee C. Green

A 19-month federal study of the petrochemical industry confirms the belief of union members that the use of untrained, little-experienced contract workers jeopardizes plant safety and endangers workers and communities.

The study was performed for the Occupational Safety and Health Administration by the John Gray Institute of Lamar University in Beaumont, Texas. It documents the shortcomings of contract employees who often work in the most dangerous situations and who are inadequately trained to confront emergencies.

Robert Wages, vice president of the Oil, Chemical and Atomic Workers, said the report "echoes what we've been saying all along. Contract workers don't get the same level of training and education as direct-hire workers. Nor are their skill levels comparable to those of permanent employees."

Wages stressed that the uneven levels of training are "not surprising. Everyone knows (that if) employers...can get cheaper labor and higher profits by contracting out work to less trained and less experienced workers, then that's exactly what they're going to do."

Last January, union members on the 15-member committee OSHA named to direct the JGI study resigned, charging the study had become a "political football" and that the White House Office of Management and Budget had pressured OSHA to drop it.

Of the end result, Wages said that "in general, we endorse the Gray Institute's report and findings." He said most of the study's dozen recommendations are necessary to correct inadequate industry practices. OCAW, however, "objects strongly" to the report's concept of a national task force to address safety and health in the petrochemical industry, he said.

"This task force idea is doomed from the get-go because of industry's refusal to admit a problem exists," Wages said. "We keep hearing the same old theme from the CMA (Chemical Manufacturers' Association): the huge and growing number of accidents is just a series of 'isolated events' with no common denominators. That attitude is hardly a basis upon which to build a platform of reform."

OCAW strongly supports the recommendations for a radical change in the way data are collected on injuries and illnesses. Wages predicted that "we'll get nothing but stonewall opposition from the industry."

Currently, injuries and illnesses involving contract workers are not counted against the petrochemical firm that hired the contract workers. This results in a false reading of the actual job safety at a particular plant site, OCAW said.

The union also strongly endorses the recommendation of uniform health and safety training for all petrochemical workers. "Parity of training has been the cornerstone of our struggle over OSHA's proposed process safety standard," Wages said. "It has been a rallying cry by our members throughout this industry."

In urging Congress to monitor OSHA's progress in acting on the study's recommendations, OCAW said the "situation is much too critical to tolerate any more foot-dragging, either by OSHA or the industry."

Michael Wright, health and safety director for the Steelworkers, said, "The report clearly shows there is a safety problem with the use of contractors in the industry, and it bolsters the case that the USWA, OCAW and others have made to OSHA that its chemical process safety management standard require equal training for contract workers."

Wright urged OSHA to heed the extensive comments the unions made and include them in the standard, which OSHA said it will issue in the fall.

The JGI study recommended that OSHA establish and implement safety and health training standards for all petrochemical workers, require plant management to assume responsibility for the safety and health of all workers (direct-hire and contract) at the work site, require joint health and safety committees and work with labor and management to create a comprehensive data collection system to aid in analyzing the root causes of accidents in the industry.

OSHA had requested the JGI study following the Oct. 23, 1989, explosion at the Phillips Chemical complex in Pasadena, Texas, which killed 23 workers and injured 232.

The concern of OCAW and USWA members arises from the nearly 30-percent drop in directly employed workers in the industry during the 1980s and a corresponding increase in the use of contract workers.

Since 1987, the 12 worst explosions in the petrochemical industry have killed 81 people, injured nearly 1,000 and caused roughly $2 billion in damages. On June 17 in Charleston, S.C., a chemical reactor at the Albright and Wilson Americas plant exploded, killing seven contract workers and one regular employee and injuring 33 others.

UA delegates invest in future for organizing and service

By Muriel H. Cooper
Las Vegas

Geared to meet the challenges of their union's second century, delegates to the Plumbers and Pipefitters convention voted to increase per capita payments to generate growth through stepped-up organizing and service to members. Delegates also revised the UA constitution and elected general officers.

President Marvin J. Boede was re-elected by acclamation to a new five-year term. Marion A. Lee was elected secretary-treasurer to succeed Charles J. Habig, who is retiring after holding the post since 1985. Donald F. McNamara was elected assistant general president, a newly created post that replaces the position of the assistant secretary-treasurer, which Lee held since 1987.

Re-elected vice presidents are James V. Hart, John A. Lindstrom, Martin Maddaloni, George L. Meservier and Donald J. Devitt. Also joining the leadership team is Vice President Thomas J. Hunter.

In his keynote address to the convention that marked the UA's 100th anniversary, Boede reminded the 3,375 delegates of the victories they had obtained.

"Among some of the things we have achieved in the political arena in the recent past are victories like the Clean Air and Water Bill, the Hotel, Motel Fire Safety Act and most recently in the past couple of days we have been able to get a bill through the Congress that provides for an additional 20 weeks of unemployment benefits to those unfortunate people who have used up their benefits," he said.

"The labor movement and the UA have been in the forefront of all this action to obtain a better break for everyone," Boede said.

The UA's roots go back to 1889 and it was chartered by the AFL in 1897. The union currently has more than 320,000 members in the United States and Canada.

AFL-CIO President Lane Kirkland praised the UA in that it "continues to play a critical role in the trade union movement's ongoing effort to help working people secure opportunity, dignity, justice and a voice they can call their own."

Kirkland called on UA members to continue to take the lead on issues facing them, such as the "permanent replacement" of striking workers, national health care reform and the OSHA reform bill.

Other speakers included House Majority Leader Richard Gephardt (D-Mo.), Sen. Tom Harkin (D-Iowa), Rep. Steny Hoyer (D-Md), President Robert Georgine of the AFL-CIO Building Trades Department and Nevada Lt. Gov. Sue Wagner.

ECONOMY

Real wages plunge 1.4% for workers

Workers lost more purchasing power in July as real average weekly earnings plunged 1.4 percent even though the government's consumer price index for urban wage earners (CPI-W) edged up just 0.1 percent.

The Bureau of Labor Statistics said the decline in real wages stemmed largely from a 1.2 percent drop in average weekly hours and a 0.1 percent dip in hourly pay.

For production and non-supervisory workers, real earnings — wages adjusted for inflation — have been shrinking through much of the Reagan and Bush administrations. The BLS data show real pay in July was 2.3 percent below the year-ago month.

Worse yet, AFL-CIO economist Anne Draper noted, real weekly pay last month was a full 12 percent behind July 1979.

Rudy Oswald, the federation's chief economist, pointed out that the sharp drop in real earnings "undermines the buying power of 74 million Americans — the greatest bulk of all earners in our society."

Looking at the monetary impact, Oswald said, "this is a severe jolt to an economy that is struggling to overcome recessionary forces."

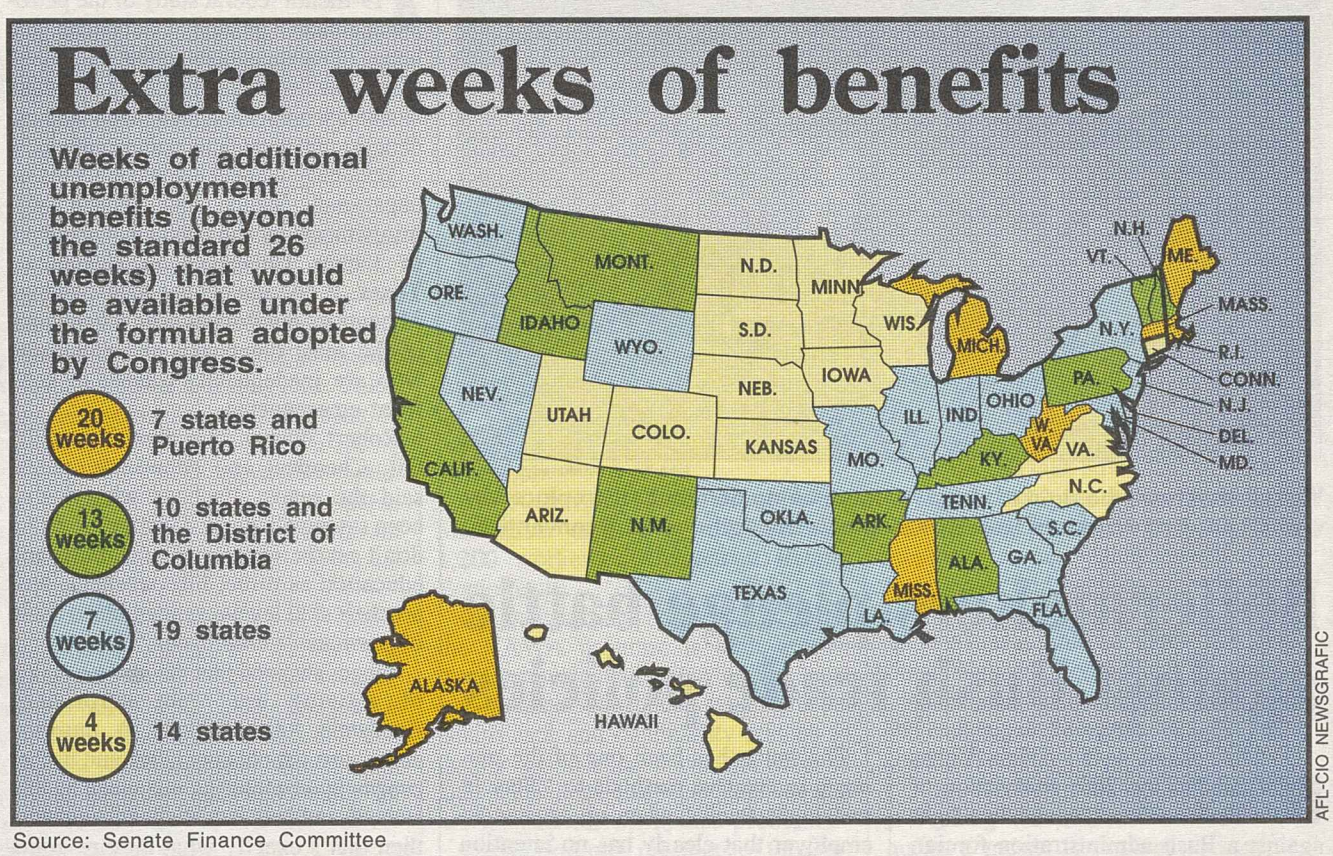
The decline in real earnings dampens the outlook of government and private analysts who had been counting on a surge in consumer purchases to generate a solid recovery from the lingering Bush recession.

Over the last 12 months, BLS said that both the CPI-W and the price index for all urban consumers (CPI-U) advanced 4.4 percent. The CPI-U rose 0.2 percent in July.

Both food and energy prices declined in July. Food prices were 0.6 percent below June, but were 2.6 percent above July 1990. Gasoline prices dropped 2.3 percent over the month but were 4.2 ahead of a year ago.

Exclusive of food and energy, BLS said the price index rose 0.4 percent in July and was 4.7 percent ahead of July 1990.

The fastest rising components in July were apparel prices and upkeep, advancing 0.9 percent, and medical care, up 0.5 percent. Medical care costs have risen 8.3 percent over the year, higher than any other component.



Source: Senate Finance Committee

Bush urged to extend UI benefits

By John R. Oravec

With more than a million workers listed as long-term unemployed, out of work for six months or longer, the AFL-CIO urged President Bush to sign legislation to extend long-term unemployment insurance benefits.

"The current unemployment insurance system is clearly not doing the job it was intended to do to ease the suffering of jobless workers and their families," AFL-CIO President Lane Kirkland wrote to Bush at his summer retreat in Kennebunkport, Maine, where he is on a month-long vacation.

On Aug. 2, Congress voted to extend jobless benefits up to 20 weeks for the long-term unemployed who had exhausted their 26 weeks of regular compensation. Bush had until midnight Aug. 17 to sign the bill. It would not go into effect, however, unless he declared an emergency.

A White House official on Aug. 15 said Bush would sign the bill, but would not declare an emergency to allow the extended benefits to begin. The Maine AFL-CIO and other groups planned to picket Bush's vacation residence on Aug. 16.

Of the 8.5 million officially jobless in July, only 3.3 million were drawing unemployment benefits. That left 5.2 million shut out of coverage.

AFL-CIO economist Frank Parente noted that under the current UA system only 28,534 jobless workers qualified for extended benefits in July. And the number of long-term unemployed, those jobless 27 weeks or longer, was 1.1 million last month.

With the scarcity of jobs in the lingering recession, 420,000 workers dropped out of the labor force in July and total employment slipped by 172,000, including of 51,000 payroll layoffs.

However, the Bureau of Labor Statistics reported that the nation's jobless rate declined to 6.8 percent from 7 percent in June as the official number of unemployed workers dropped by 244,000 to 8.5 million.

But 5.9 million others who were in part-time jobs because of slack work or the unavailability of full-time jobs, were counted as fully employed by the BLS.

Consequently, 15.4 million Americans were affected by unemployment or under-employment in July, Parente noted. That number comprises the 8.5 million officially unemployed, the 5.9 million in part-time jobs for economic reasons and 980,000 discouraged workers who have given up the futile search for jobs.

According to the BLS payroll survey, the nation has lost 1.5 million jobs since July 1990. The losses include 776,000 jobs in manufacturing, 458,000 in construction, 515,000 in wholesale and retail trade, 48,000 in finance, insurance and real estate, 24,000 in transportation and utilities, and 14,000 each in mining and government. Lower-paying service jobs expanded by 395,000 over the 12-month span.

In another sign of the hard economic times, BLS said the average workweek for production workers fell by 0.4 hour to 34.1 hours in July, virtually wiping out any gains from the previous two months. In manufacturing, the workweek edged down 0.1 hour to 40.7 hours and overtime held steady at 3.7 hours.

Factory jobs edged up by 13,000 to 18.4 million, after declining by 50,000 in June. Construction jobs declined by 22,000 to 4.7 million.

The service-producing industry lost 41,000 jobs, including 22,000 in services and 10,000 in government.

Among major groups, the July jobless rate was 6.5 percent for adult men, 5.4 percent for adult women, 20.6 percent for teenagers, 6.2 percent for whites, 11.8 percent for blacks, and 9.5 percent Hispanics.

Among major states, the unemployment rates rose in Florida to 7.8 percent; in Pennsylvania to 7 percent; in Ohio to 6.9 percent; and in Texas to 6.7 percent. The jobless rate declined the second successive month in Massachusetts to 9.1 percent, still the highest in the nation. And after five straight months of decline the Michigan jobless rate was still 8.3 percent.

Foreign trade deficit grows as recession lingers on

The recession helped keep the U.S. foreign trade deficit below $5 billion in May for the third month in a row, leading to speculation that the U.S. shortfall for 1991 will come in under $100 billion — the first time since the Reagan recession in the early 1980s.

The Commerce Department said the May deficit of $4.6 billion rose by $67 million from April even as imports dipped by $261 million to $39.9 billion, although exports declined by $328 million to $35.3 billion.

Two-thirds of the overall deficit stemmed from the $3.3-billion imbalance in manufactured goods, with imports of $31.4 billion and exports of $28.1 billion. Both exports and imports of factory products declined by about $300 million over the month.

Export decreases came in capital goods, down $800 million, and consumer goods, $100 million. Gains were made in the exports of industrial supplies and materials, up $200 million; autos, parts and engines, $100 million; agricultural products, $100 million, and other merchandise, $100 million.

The trade deficit with Japan narrowed to $2.4 billion from $3.3 billion in April. The deficit with Taiwan edged up to $800 million and was unchanged with China at $700 million. A surplus of $1.3 billion was logged with Western Europe.

In other economic reports:

- Orders for durable goods slipped 1.6 percent to $116.5 billion in June after posting moderate gains in April and May, the Commerce Department said. Over the year, the big-ticket factory orders were down 7.7 percent from June 1990 as the sagging economy failed to signal the chances of a solid upturn.
- But the Bush administration insisted that the recession was over and "a recovery has begun" as the Commerce Department released data showing the gross national product edged up a meager 0.4 percent in the second quarter. Many analysts were skeptical about the economy's weak showing after two quarters of decline. They expressed concern the economy could be headed for a "second dip."

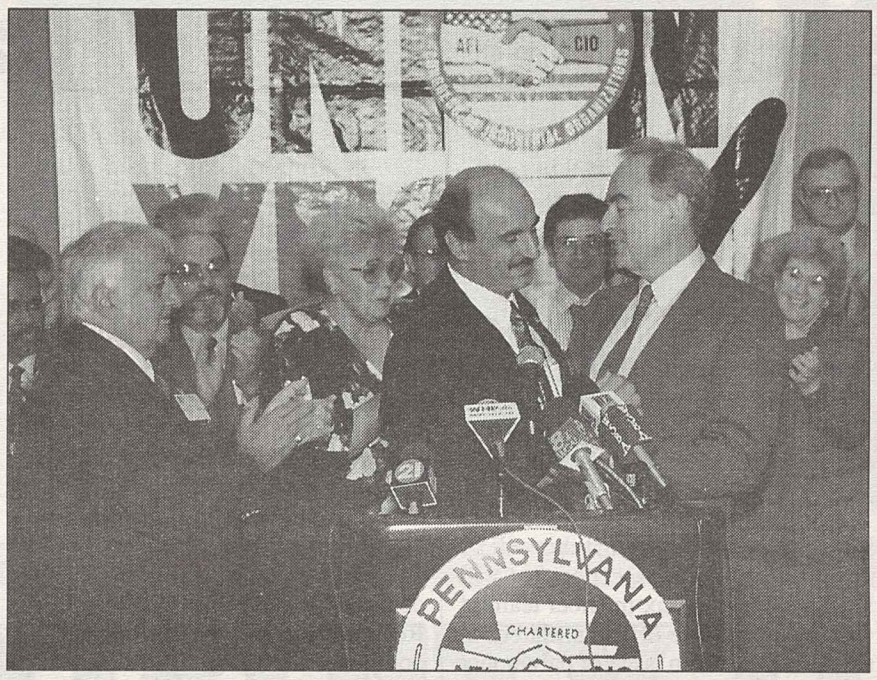
Newsmakers

Minnesota became the first state in the nation to ban the hiring of "permanent replacements" for strikers when Gov. **Arne Carlson** failed to deliver his vetoes of that legislation and 13 other bills to the legislature within three days of receiving them, as required by Minnesota law. The Republican governor said he would not appeal a district court decision that he had acted too late on his vetoes. The "picket-line peace act," drafted by the Minnesota AFL-CIO and introduced by the Democratic-Farmer-Labor legislative leaders, provides that employers could be found guilty of unfair labor practices for hiring "permanent replacements."

Actors' Equity has filed a formal grievance with the League of American Theatres and Producers charging that the producers of "The Will Rogers Follies" violated the parties' collective bargaining agreement, which prohibits racial discrimination in casting. The show, which won the Tony Award for best musical, has been acclaimed by theater critics as a play that "celebrates democratic values." However, it did not have any minority performers in the original cast.

Jerry Jones has been appointed secretary-treasurer of the United Mine Workers, filling the unexpired term of **John J. Banovic** who retired effective July 31. Jones, who has been a union member since 1966, is president of UMW District 12 in Illinois. He also serves on the board of the Illinois State AFL-CIO and the Illinois Labor-Management Commission.

Tom Turner, secretary-treasurer of the Michigan AFL-CIO, was appointed to the Michigan Exposition and Fairgrounds Advisory Council by Gov. **John Engler.** The council is responsible for sponsoring the state fair and promoting other year-round events at the fairgrounds.



Pennsylvania AFL-CIO

Sen. Harris Wofford (D-Pa.), right, is congratulated by Pennsylvania AFL-CIO President William M. George on receiving the state body's unanimous endorsement in his bid to return to the Senate. At left are Secretary-Treasurer John Vento and Executive Vice President Judith Heh.

Susan Eaton, Service Employees western regional director, has been appointed 1991-92 fellow at the Mary Ingraham Bunting Institute of Radcliffe College, the nation's first and largest multi-disciplinary center of advanced studies for women. She is studying women and conflict resolution, concentrating on labor and civil rights leadership.

Mary Martin, a janitor at the AFL-CIO headquarters, has been elected president of SEIU Local 82 in Washington. Martin succeeds **Arline Neal,** who headed the local nearly 20 years.

NBC Today Show host **Willard Scott** encouraged listeners tuning-in to his daily weather report to give donations to the volunteers of the Fifth Annual DAD's Day, the Dollars Against Diabetes project of the AFL-CIO's Building and Construction Trades Department.

A local Chamber of Commerce recently found good reasons to praise union members. The Muncie-Delaware County (Ind.) Chamber of Commerce devoted its July 1991 issue of its official publication to the community service efforts of union officials and members throughout Delaware County.

AWARDS

William R. Robertson, Los Angeles County AFL-CIO executive secretary-treasurer, received the Spirit of Life Award at a fund raiser for the City of Hope National Medical Center. City of Hope is known for its work in the major diseases such as leukemia and other forms of cancer.

DEATHS

Marguerite Feinstein, founder and director of the retiree division of Teamsters Local 237, died Aug. 5 of a cerebral hemorrhage in Poughkeepsie, N.Y. She was 57.

Under the Local 237 retiree program, which Feinstein founded in 1980, more than 5,000 members participate in classes, community projects, and political activities. The program has become a model for Teamster locals across the country and for locals of other unions. Before joining Local 237, she was director of legislation and political education for AFSCME in New York state.

She is survived by her husband, Barry Feinstein, president of IBT Local 237.

SEIU blasts Helms' AIDS amendments

By Arlee C. Green

The Service Employees condemned hasty Senate actions that would impose stiff criminal penalties on AIDS-infected workers and expose both patients and workers to testing for blood-borne diseases.

Both Senate measures were sponsored by Sen. Jesse Helms (R-N.C.).

"We don't need the kind of mandatory disclosure by health care workers required by the first Helms amendment. . . and we don't need the mandatory testing of patients as required by the second Helms amendment," said SEIU President John J. Sweeney.

"What we need are the mandatory universal precautions our union has been demanding from the Occupational Safety and Health Administration for the past five long years," he said.

"Universal precautions — because they treat all patients, all workers, all blood as potentially infected — are our best protection against the HIV virus," Sweeney said, "and they have long been part of the CDC (Centers for Disease Control) guidelines, but the guidelines don't have the force of law."

On July 18, the Senate adopted the first amendment, which was tagged onto a Treasury-Post Office appropriations bill, by an 81-18 vote. The measure would mandate prison terms of at least 10 years and fines up to $10,000 for health care workers who knew they had AIDS, but had failed to inform patients on whom they had performed invasive procedures.

The second Helms amendment 12 days later was tagged onto the State, Commerce and Justice Departments appropriations bill and allows health care workers to require patients to be tested for AIDS.

Vote is 'shameful'

"There is shame on the United States Senate for passing these amendments," Sweeney said. "But the real shame lies with OSHA for failing to issue a blood-borne disease standard to protect us from AIDS as well as from Jesse Helms."

The Senate later added to the Treasury-Post Office appropriations an alternative amendment, sponsored by Sens. Robert Dole (R-Kan.) and Edward Kennedy (D-Mass.), that would require states to issue regulations implementing the CDC's AIDS guidelines or face the loss of public health funds. The full appropriations bill was approved 91-8 and sent to a joint conference committee for reconciliation with the House measure that passed June 18.

Secretary of Labor Lynn Martin responded to the congressional action by making an AIDS standard a top priority for OSHA, moving up the promised date for issuing a standard to year's end from March 1992. The SEIU, AFSCME, Teachers and Hospital and Health Care Employees petitioned the agency in 1986 for an emergency standard, but OSHA refused to act. Three years later it produced a proposed rule.

When the Senate reconvenes after Labor Day, an amendment to the Health and Human Services appropriation bill will likely be offered by Sens. Dole, Kennedy, George Mitchell (D-Maine) and Orrin Hatch (R-Utah) requiring OSHA to issue a final rule on blood-borne diseases by Nov. 1. Otherwise, the proposed standard would take effect until a final standard is issued.

Resources

PUBLICATIONS

Joint Solutions To Substance Abuse: Public Sector Employee Assistance Programs is a pamphlet published by the State and Local Government Labor-Management Committee. The pamphlet contains information on how joint labor-management employee assistance programs can be designed to combat substance abuse problems. For copies contact the State and Local Government Labor-Management Committee, 815 16th St. NW, Washington, D.C. 20006.

Trade Talks With Mexico: A Time For Realism, published by the National Planning Association, explores the risks of having a trade agreement with Mexico and the real issues of trade negotiations. For copies contact NPA, 1424 16th St. NW, Suite 700, Washington, D.C. 20036.

Cooperation is Better, published by the AFL-CIO Industrial Union Department and the Japanese Federation of Employer's Associations, shows how unions can critically and profitably examine their own workplace traditions, and how Japanese managers come in prepared to work with U.S. unions. Single copies are available for $12.50 per copy by writing to "Cooperation" c/o Abernathy and Mitchell, 1101 14th St. NW, Suite 600, Washington, D.C. 20005. For more information or negotiated rate on multiple copies, call Nina Shapiro-Perl at 202/842-3100.

CONFERENCES

The **Coalition of Labor Union Women** will hold its annual convention Oct. 4-7 at the Pittsburgh Hilton in Pittsburgh. For more information contact CLUW, 15 Union Square, New York, N.Y. 10003 or call 212/242-0700.

The **Federal Election Commission** will hold regional conferences in Boston and Chicago on campaign finance law for all federal campaigns, separate segregated funds, and party committees. The conference in Boston will be held on Sept. 11-12 at the Sheraton Boston Hotel and Towers and the Chicago session at the Swiss Hotel Nov. 14-15. For more information, contact the Commission's Information Services Division at 800/424-9530 or 202/376-3120.

Union MasterCard drops rate again

For the third time since January, the AFL-CIO's Union Privilege lowered the interest rate on its Union MasterCard. The new rate is 13.5 percent effective July 15, down from 13.88 percent.

"The reason our rate continues to go down is simple," said Union Privilege President David Silberman. "When the cost of funds drops, banks pocket the savings. We pass the savings along to union members."

About 2 million union members and their families use the Union MasterCard, which carries no annual fee. The national average credit card interest rate is 19 percent, Union Privilege said in a statement.

In a report to the AFL-CIO Executive Council, Silberman also noted that the Union Privilege home mortgage program "has taken off, far exceeding our expectations," since it was introduced in February. Forty-five unions have signed on, Silberman said.

A new program for mortgages with only 3 percent down payment, offered in conjunction with Freddie Mac, has generated 2,000 telephone calls since it was announced last month, he said.

OSHA to inspect Ravenswood 'wall to wall'

By Muriel H. Cooper

The Steelworkers have applauded Labor Secretary Lynn Martin's call for a "wall-to-wall" safety inspection at Ravenswood Aluminum Corp. in West Virginia.

"We're pleased that Labor Secretary Lynn Martin has ordered this inspection and we thank Sen. Robert Byrd (D-W.Va.) for help in bringing it about," said Jim Bowen, director of USWA District 23.

Labor Department officials said that the decision for the Occupational Safety and Health Administration to conduct the inspection of RAC was based on illness and injury records reviewed during a limited OSHA inspection of the facility in June. The limited inspection, which RAC officials at first resisted, revealed an unusually large number of workdays lost to injuries.

The company's safety record, which includes five deaths in the past 18 months, was among the complaints by workers during contract negotiations. RAC management ignored those complaints and immediately locked out and "permanently replaced" the 1,700 Steelworkers when the contract expired last November.

"We've raised the safety issue time and time again with the company officials, both before and after they broke off negotiations and locked out our members," said Bowen. "And, we've raised it with elected and appointed public officials."

Byrd announced that "Secretary Martin has assured me that this will be a full-scope safety inspection that will be conducted by a six-member team of OSHA compliance officials. Safety in the workplace is an issue of paramount importance, and I am hopeful that this comprehensive safety inspection will lead to better and safer working conditions at the Ravenswood plant."

Recently, two workers were injured at exactly the time that the company refused to allow OSHA officials to conduct an unannounced inspection, even though inspectors had warrants legally entitling them to enter the plant.

"We hope the inspection leads to real reforms in safety and health practices at the plant," Bowen said.

Meanwhile, the union is still trying to make inroads on contract negotiations. A two-day negotiating session between the USWA and RAC came to an abrupt halt after 75 minutes when the company refused to bargain.

"This is another missed opportunity and the blame lies squarely at the feet of the company," said Bowen. "The company acted as if the National Labor Relations Board had never issued a complaint charging it with bad-faith bargaining. And it ignored us when we explained very clearly our willingness to be flexible in reaching agreement on an honorable contract."

The NLRB has filed an unfair labor practice complaint against the company, charging it with refusing to bargain in good faith, unlawfully locking workers out and hiring "permanent replacements," unlawfully imposing new wage and working conditions and refusing to give the union information to which it was legally entitled.

The brief talks revealed that the company refuses to budge from its position, the union said.

"They had no intention of doing anything about the replacement workers," Bowen said. "To the contrary, they restated their commitment to them while refusing to make any new proposals on any of the other outstanding issues. As we told the company today and have stated repeatedly, any agreement must return our members to their rightful jobs and eliminate the scabs from the plant."

The NLRB has called for all union members to be returned to their jobs with full back pay retroactive to Nov. 1, the lockout date.

Settlement brings ergonomic relief to poultry workers

Unions representing poultry workers employed by Cargill Inc. welcomed a federal safety settlement that addresses the ergonomics concerns of the 1,800 workers at plants in four states.

The Occupational Safety and Health Administration cited Cargill in 1989 for hundreds of ergonomics violations and fined it nearly $1 million. Under the four-year settlement reached by OSHA, Cargill and the unions, the company agreed to pay $400,000 but denied any violation of OSHA standards. The company will be required to take numerous actions to protect workers against carpal tunnel syndrome.

The inspections in the spring and summer of 1989 came in response to union complaints. OSHA cited Cargill for ergonomics violations at its plant in Buena Vista, Ga., represented by the Retail, Wholesale and Department Store Union, and one in California, Mo., where workers are Food and Commercial Workers members. It later inspected a similar processing plant in Jacksonville, Fla., represented by the Teamsters.

RWDSU President Lenore Miller said the agreement "is historic in its requirements and marks the beginning of needed health and safety reforms in the poultry processing business. But it is not a cure-all for an industry that has subjected working people to dangerous and degrading working conditions at low pay for decades."

OSHA found 90 percent of the 500 workers at the Buena Vista plant at risk of cumulative trauma disorders (CTDs) and two-thirds actually affected by it.

The accord requires Cargill to hire an ergonomist to evaluate all jobs for CTD risk and institute engineering and administrative controls, health screening, a medical management program and employee training. Besides the plants cited by OSHA, the new ergonomics program also will cover workers at processing plants in Springdale and Ozark, Ark., Dawson, Ga., and Tampa, Fla.

CTD results from repeated biomechanical stress from repetition of awkward or forceful hand and arm actions. The injuries can become permanent. Two common types of CTDs are carpel tunnel syndrome and tendinitis.

OSHA will monitor the firm's compliance with the settlement, requiring it to report its actions quarterly and will permit the safety agency to inspect its compliance. Further, Cargill must audit its performance annually for OSHA.

VOLUME 36, NUMBER 17
AUGUST 19, 1991

AFL-CIO NEWS

INSIDE

1 **Counting down to Solidarity Day '91**
Union members and their allies across the country are preparing for the trip to Washington on Solidarity Day '91, bringing the message "We are one."

2 **United attendants gain tentative pact**
Flight Attendants at United Airlines win a tentative settlement after four years of frustrating negotiations and foot-dragging by the carrier.

3 **Civil rights legislation heads for showdown**
Action on the Civil Rights Act of 1991 is set to resume after Congress's August recess, despite the White House's efforts to sabotage the process.

4 **Public workers fight state budget axes**
Public employees in Connecticut, California and other states are fighting back against efforts to balance state budgets on the backs of employees.

4 **Workers big losers in insurance crisis**
The failure of government regulators to do their jobs in the Executive Life Insurance crisis now threatens pensions of members of 27 affiliated unions.

8 **Associate membership brings union gains**
Four AFL-CIO associate membership programs are using different means to bring labor's message to workers not yet covered by a union contract.

UNION YES

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AFL-CIO NEWS

VOLUME 36, NUMBER 18 AUGUST 26, 1991

SPECIAL ISSUE

As we march to the nation's capital for Solidarity Day '91, the AFL-CIO News is interrupting its normal publication schedule to provide the best possible coverage of this important event. Solidarity Day will be reported in full in the next issue, Sept. 9, followed by an issue on Sept. 16.

SOLIDARITY DAY '91

WHY WE MARCH

On Solidarity Day '91, we march to right the wrongs of our time and to insist on justice for working people and their families.

We are the men and women of the unions of the AFL-CIO and we represent many faces, issues and concerns. But we speak with one voice for reform and change.

As with the first Solidarity Day 10 years ago, we march for fairness, equity and opportunity and against the forces of reaction and greed who assert "economic rights" over human rights.

We are determined to live up to our responsibilities in a democratic society to stand up for our communities, to confront the critical issues of our day and to get the country moving in the right direction.

At a time when 37 million Americans have no health insurance and when workers are being forced to shoulder an ever-increasing burden of health care costs, we march to demand a national health care reform program that guarantees everyone access to basic medical services.

When thousands of American workers who try to protect their wages, their health care and their families are threatened with "permanent replacement," we march in support of the right to strike — a right that is recognized in all but the most backward and repressive countries.

When the natural aspirations of working people to associate freely and to form independent trade unions is the lever that moves the world, we march in solidarity with them, insisting that these basic rights be afforded in full to all Americans, whether they work in the public or private sector.

We march in objection to the federal government's abandonment of our cities and states, and we protest its refusal to accept any responsibility for the resulting economic and social chaos that grips our large urban areas.

We march to revive aspirations for a full-employment economy that includes public responsibility, in which the federal government serves to stimulate growth with necessary programs for education and housing, and to rebuild our crumbling bridges and highways, while checking corporate excesses that lead to the gobbling up of family businesses and farms.

And we march to demonstrate the vacuousness of a so-called "free trade" policy that exports thousands of American jobs along with the U.S. multinational corporations that profiteer on low-wage economies abroad. We demand fair trade, managed through policies that would keep America's economy competitive while working to boost the standard of living in impoverished nations.

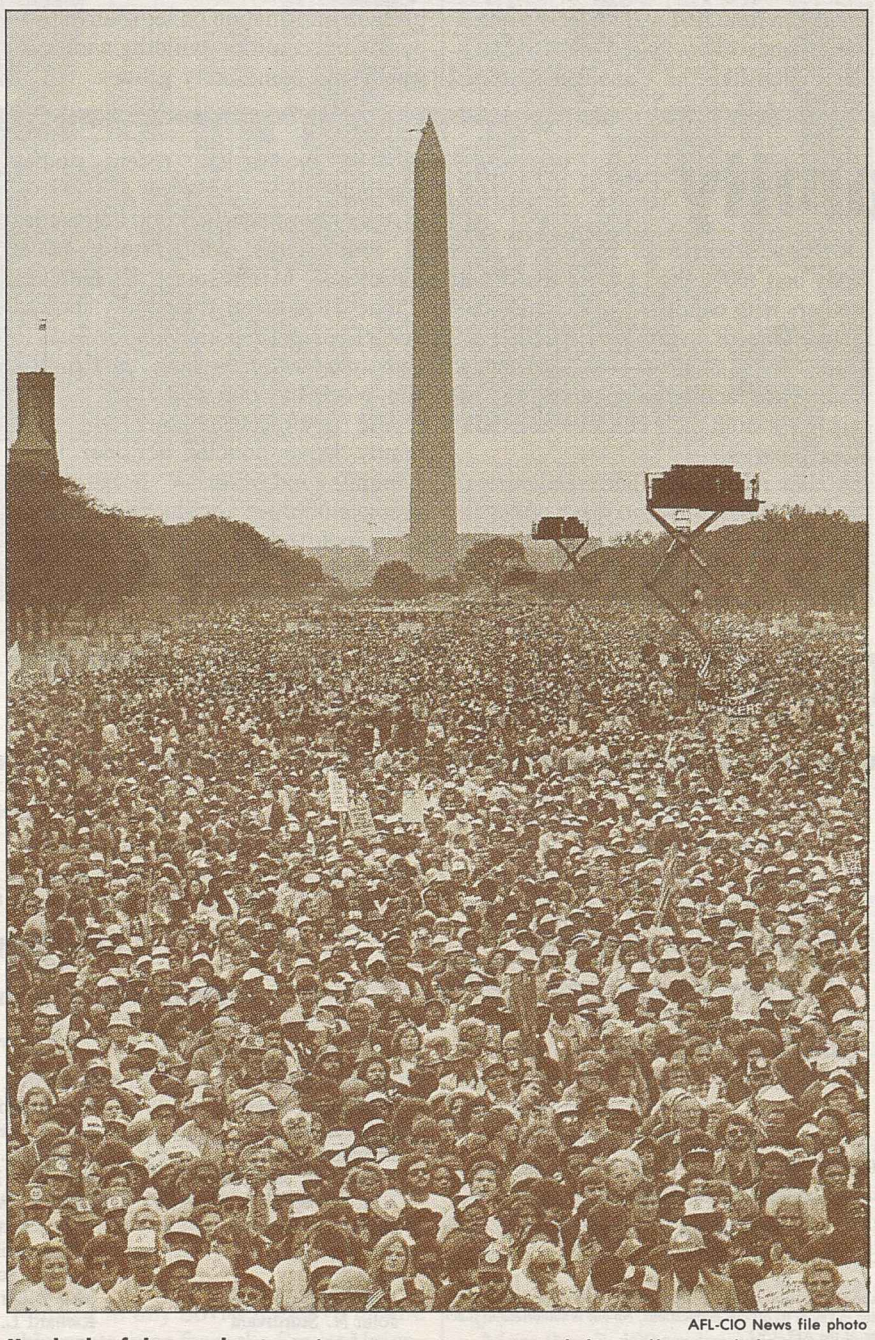
We call on Congress and the Bush administration to strengthen the nation's workplace safety laws — basically unchanged for the past 20 years — by giving workers a voice in the process, including the right to refuse hazardous work, and extending the act to cover public employees, too long unprotected from workplace hazards.

We speak for America's hard-pressed working families who desperately need new laws for family and medical leave and for child and elder care. We march for the guarantee that our pensions will be protected, so that we can grow old with the rewards of a lifetime of hard work.

We march for our children and our children's children, demanding investment in education and in environmental protection so that the inheritance we pass on will be as rich as our heritage.

And we march to ensure that the vision of our founding fathers be realized — that every American is entitled to equal rights under the law. Now, more than ever, we need to end discrimination in the workplace by passing the Civil Rights Act of 1991, to provide pay equity for women and the opportunity of fair housing for all.

We march because we are bound by our convictions and our sense of justice to raise the alarm that the very fiber and strength of our nation may be in jeopardy. We demand that this government hear us. In solidarity, our single voice rings loud and clear.

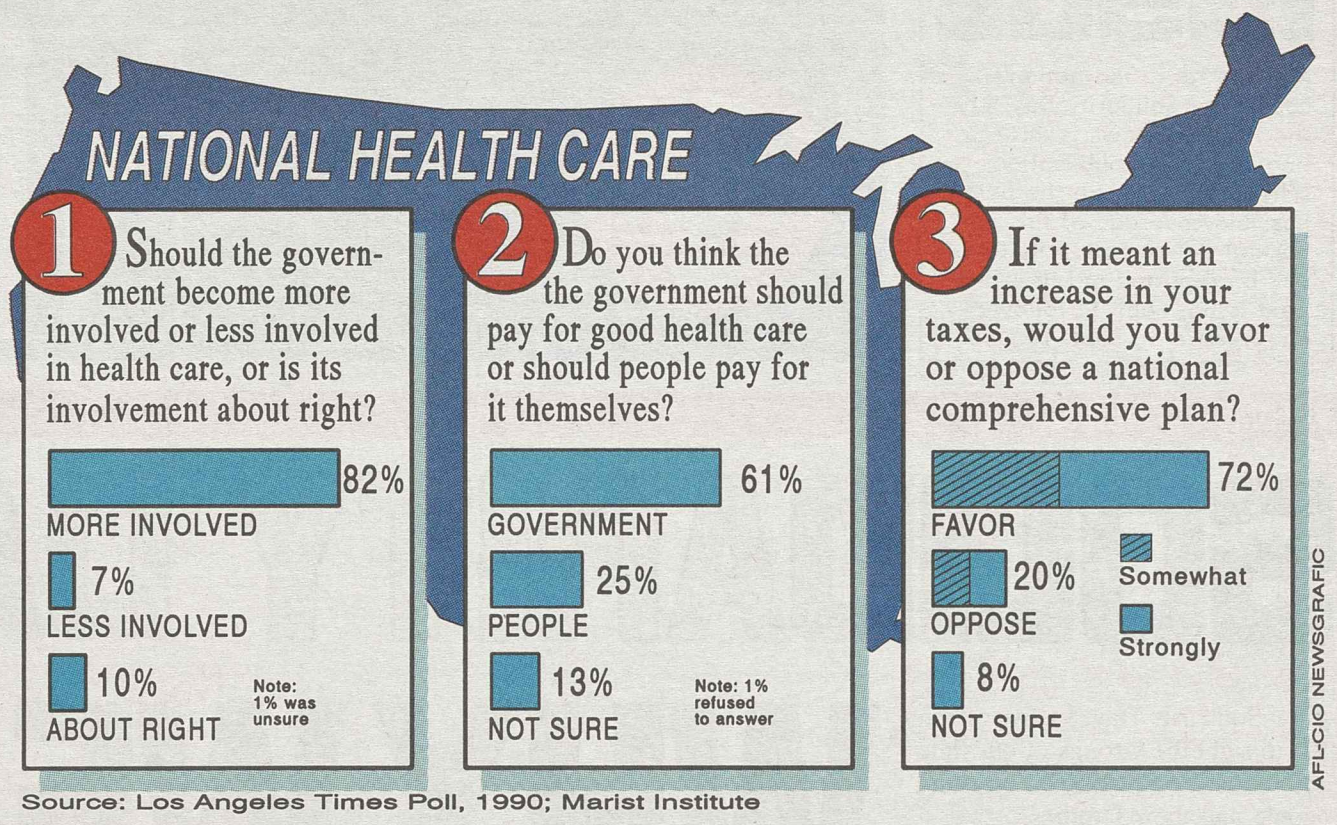


AFL-CIO News file photo

Hundreds of thousands of trade unionists answered the call on Solidarity Day 1981. Labor is back in 1991, stronger and more committed than ever.

SOLIDARITY DAY '91 WHY WE MARCH

Health care reform



Source: Los Angeles Times Poll, 1990; Marist Institute

The health care system in the United States is a disaster.

As a nation, America spends 12 percent of its gross national product on health care — about $700 billion a year — yet winds up with more than 37 million persons without access to health care and millions more seriously underinsured.

The AFL-CIO has made health care reform one of the major reasons to march on Solidarity Day '91. Unions seek a national health care system that will provide universal access, quality services and cost containment.

Most industrialized nations, with the exception of the United States and South Africa, have developed a program of universal access to health care benefits with government-based reimbursement controls for their citizens. The U.S. patchwork of programs fails to meet the health care needs of workers and their families.

Yet on a per capita basis, the United States spends 40 percent more than Canada, 90 percent more than Germany, and 125 percent more than Japan — far more, for less coverage than any other nation in the world. Administrative waste eats up one-third of total health care costs.

Nearly three-quarters of the uninsured are workers and their families and one-third are children. Workers earning just above the poverty level are ineligible for Medicaid, yet cannot afford insurance premiums of several hundred dollars a month.

The labor movement is at the forefront of the public outcry for a decent level of health care benefits for all citizens, pressing for a national health care program that will include workers, the unemployed and others not in the labor force, and that will incorporate Medicare and Medicaid. The AFL-CIO has called for a plan that would reduce the eligibility age for Medicare to age 60, protecting individuals who retire before age 65.

Several legislative proposals have been introduced, some based on the employer-paid model, in which employers pay for workers' benefits or pay into a fund that will cover the uninsured, and others based on a single-payer plan like the Canadian system, which is funded through added taxes.

Reform should include a national commission of consumer, union, employer, provider and government representatives to negotiate and administer a cost containment program; a core package of benefits; and progressive financing. Estimates show that such a system could save $165 billion between now and the end of the decade.

The AFL-CIO has organized a grassroots campaign, with local and state health care committees established to inform union members about how the system can be overhauled. It also would provide information on legislative proposals and coalition-building with consumer and community groups.

Labor and management in several industries — including telecommunications, food service, steel, auto and paper — are working to reach a consensus and a specific proposal for health care reform. Also developing specific proposals for national reform are the Labor-Management Group, a coalition of international union presidents and corporate chief executive officers; the Dunlop group, which includes representatives from the American Medical Association, the American Hospital Association, Blue Cross, the Health Insurance Association of America, the Business Roundtable and the AFL-CIO; and the National Leadership Commission.

Work and family

While American family life has changed dramatically over the past few decades, shaped by economic and demographic changes at home and in the workplace, government and employers have been slow in adapting to the needs of working families.

On Solidarity Day, the AFL-CIO renews the call for a national family leave policy and other programs to assist families with child and elder care. Marchers will point out that more and more working families are facing the unsettling choice between financial security or family welfare.

Both parents work in most families today and more than two-thirds of all mothers with children work outside the home. One of every four families is headed by a single parent, and many women are facing the responsibility of caring for both their children and their elderly parents.

Unlike most industrialized countries, the United States has no leave policy to help workers care for a newborn or sick child, or an elderly parent. Consequently, unions have been fighting to win family leave benefits through collective bargaining.

But a national policy to help working parents would be good for business as well the nation, recent studies conclude.

A survey of nearly 6,000 companies in four states with family leave policies — Minnesota, Wisconsin, Rhode Island and Oregon — showed that 91 percent reported no problems in complying with those laws, the Families and Work Institute said.

And several businesses that offer family leave policies consider them "simply good business" because they promote improved productivity, morale and employee loyalty, one employer said at the unveiling of the study.

Legislation that would have provided needed time off from work to meet family responsibilities was passed by Congress last year, only to be vetoed by President Bush. Bills have been reintroduced in the House and Senate — H.R. 2 and S. 5 — that would allow workers to take up to 12 weeks of unpaid leave on the birth or adoption of a child, or the serious illness of a family members, without loss of job or health insurance coverage.

For two decades, the AFL-CIO has been urging Congress to address the needs of working parents and their children by enacting a comprehensive child care program. Last year, Congress adopted a landmark child care bill, designed to provide financial assistance to moderate-income workers for child care while expanding the earned income tax credit program.

The AFL-CIO has published a booklet explaining the new law and providing guidance for implementation.

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SOLIDARITY DAY '91 WHY WE MARCH

Freedom of association at home

The Solidarity Day march will protest the mockery current U.S. labor law makes of equal justice.

As long as workers have no timely remedy when they are fired for saying they want to form a union, freedom of association in America will be limited.

And as long as more than 5 million public employees in 24 states do not have the right to form unions and to bargain collectively, freedom of association is not a right that all Americans can claim.

In the United States today, employers continue to flout the nation's labor laws, encouraged by lengthy delays in the delivery of justice and sheltered by such outrages as the so-called "right-to-work" laws, which say that the national ideals of self-government and majority rule do not apply to working people who form unions.

The deficiencies in the law, AFL-CIO President Lane Kirkland said, "create a hostile environment that undermines collective bargaining and fosters a class of union-busters who exploit the weaknesses in the law."

The startling contradiction that you can't be fired for striking but you can be "permanently replaced," is being addressed by the Workplace Fairness Bill, which is pending in the Senate after passing the House.

But that's only the most glaring example. The nation needs a labor law which assures the right of self-organization in fact as well as in theory to all workers — public as well as private, professional as well as non-professional, part-time as well as full-time, temporary as well as permanent.

In the private sector, that means a system that at least offers prompt resolution of representation questions, remedies for employer interference with the free choice of employees and a clear and broad definition of collective bargaining subjects.

The law also should prohibit corporate manipulations such as "double breasting," used to frustrate organizing or to evade contract terms, and should provide a fair and realistic definition of the legal primary activity that is outside the ban on secondary boycotts.

In the public sector, the needs are also urgent.

"Without reasonable collective bargaining laws, millions of American public workers are voiceless on the job and economically disenfranchised," said Al Bilik, president of the AFL-CIO Public Employee Department. "This isn't the democratic dream that our forefathers had in mind."

Public employees are the largest single group of American workers without freedom of association. Besides the 5.4 million state and public workers without collective bargaining rights, another 2 million federal civilian employees are denied the right to bargain over their wages and fringe benefits.

Altogether, 41 percent of all public workers are without the basic collective bargaining rights that were written into national law for private workers 50 years ago.

"It is outrageous that millions of American citizens living in the world's leading democracy are today denied the basic right to free association," said Bilik. "We need new national laws that will protect all employees — public and private — and give them a real voice in today's complex work environment."

Given the opportunity to organize and bargain collectively, public employees will choose unions to represent their interests, according to a PED study. Even though nearly half of the public workers do not have bargaining rights, 36.5 percent — 6.5 million — of the total public work force were union members in 1990, according to U.S. Census figures.

In 26 states and the District of Columbia where public employees are allowed to organize and bargain collectively, 57 percent of the public employees are represented by unions, according to the Bureau of Labor Statistics. In the 24 states without legal protections, only 11 percent of public employees are members of unions.

States without comprehensive bargaining laws are Alabama, Arizona, Arkansas, Colorado, Georgia, Idaho, Indiana, Kentucky, Louisiana, Maryland, Mississippi, Missouri, New Mexico, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia and Wyoming.

Freedom of association was on display during a recent demonstration in San Francisco. Labor leaders from around the world, attending a convention of the international trade secretariat FIET, marched in support of janitors who clean Apple Computer's Silicon Valley facilities. Employed by anti-union Shine Building Maintenance, the janitors have been denied the right to organize and bargain collectively as members of the Service Employees. Leading the march were FIET delegates, including AFL-CIO President Lane Kirkland, ICFTU General Secretary John Vanderveken, SEIU President John Sweeney and Food and Commercial Workers President William Wynn, California AFL-CIO's Jack Henning, as well as San Francisco Mayor Art Agnos. Vanderveken will lead a larger international delegation on Solidarity Day.

Robert Gumpert/Service Employees

Freedom of association abroad

Trade unionists from around the world will march with the AFL-CIO Aug. 31, Solidarity Day '91, to proclaim that the winds of freedom sweeping across the globe cannot be stopped.

But the coup attempt in the Soviet Union 12 days before the march on Washington serves to remind workers that as long as the forces of repression are at work, there is still much to do.

"The story of freedom — and what it takes to get it — does not take place in the ministries or counting houses of the elite," said AFL-CIO President Lane Kirkland. "Rather, it is the story of ordinary working people courageously rising to their feet and demanding their fundamental rights. Freedom and democracy do not come from the sky, but from the ground."

Marching on Solidarity Day '91 will be delegations from Canada, Chile, the Chinese exile community, Czechoslovakia, Germany, Hungary, Ireland, Israel, Jamaica, Kenya, Malaysia, Namibia, Nepal, Nicaragua, Nigeria, Norway, Philippines, Poland, Rumania, South Africa, Spain, Swaziland and Trinidad.

Also planning to participate are the leaders of the Soviet miners and Lithuanian trade unions, but the coup attempt may have cast a cloud over those plans.

Kirkland had condemned the abortive coup as a "brutal power grab by Soviet hard-liners," and said "we stand firmly on the side of the strike committees and other free and democratic trade union organizations, which serve as the genuine voices of working people."

Kirkland applauded Russian President Boris Yeltsin's call for a general strike and he urged all trade unionists to support their brothers and sisters by refusing to buy Soviet goods or handle shipments to or from the Soviet Union.

Kirkland sounded the theme of Solidarity Day '91 and of the eventual outcome of the coup when he said "the natural aspirations of the Soviet working people cannot be permanently extinguished by the use of force. We know that, as in Poland, the dream of freedom and democracy lives on and the free trade union movement will be its instrument of certain realization."

In more than 70 countries, workers face the prospect of imprisonment, harassment or death for demanding fundamental worker rights.

According to a recent survey by the International Confederation of Free Trade Unions (ICFTU), between January 1990 and this past March, 264 labor activists were killed around the world for trying to promote workers' rights.

More than 2,400 trade unionists were detained or arrested for their activities over the same time period, the survey showed.

For almost 30 years, the AFL-CIO has helped trade unions around the world through geographic institutes for Asia, Africa, Latin America and Europe.

The need for help is still great. According to the ICFTU survey, in Colombia alone, 138 trade unionists were killed during the 15-month period. About 350 were detained in El Salvador and 150 remain jailed there.

In China, the government does not allow free trade unions and exploits prisoners in its vast gulag system to produce cheap products for export.

In addition, new Caribbean "export zones" allow companies in this country to take advantage of cheap labor and tax breaks for duty-free access to the U.S. market.

SOLIDARITY DAY '91 WHY WE MARCH

Civil rights, equal rights

Despite the gains of the past 25 years, the goals of equal employment opportunity and racial harmony seem to be distant as ever.

The unflinching desire for dignity for all Americans that bonds the civil rights and labor movements resulted in the passage of the Civil Rights Act of 1964, which abolished racial discrimination in employment and public accommodations. The Voting Rights Act of 1965 allowed Americans to participate in the electoral process regardless of race, creed or ethnicity.

The AFL-CIO was instrumental in the passage of Title VII of the Civil Rights Act, and Solidarity Day '91 reaffirms that organized labor is as committed today to achieving equal employment opportunity as it was in 1964.

But today, virtually every civil rights program adopted since 1964 is under attack by a conservative Supreme Court and an administration that uses racial politics as a campaign issue rather than providing the strong enforcement needed to make the intent of the civil rights laws a reality.

Some of the most crushing blows have come from the Supreme Court, which for years after 1964 provided a consistent pattern of decisions that brought relief against discrimination against blacks, women, Hispanics and other minorities. The court in 1989 issued a series of decisions that effectively denied justice to many victims of racial discrimination and sexual harassment by severely narrowing the remedies available to them.

Those decisions have undermined the notion of affirmative action — a carefully developed series of federal legislation and court decisions designed to open doors for real equality in the workplace.

The court decisions come at a time when studies, such as one prepared this year by the Urban Institute, show qualified blacks are more likely to face job bias than whites. Women also continue to face pervasive economic and social discrimination.

The AFL-CIO supports a strong civil rights bill to overturn those Supreme Court decisions. The federation also actively opposes Clarence Thomas's nomination to the U.S. Supreme Court to succeed Thurgood Marshall, one of the greatest champions of civil rights and equal opportunity in this nation's history.

The White House seems determined to allow businesses wide latitude in hiring, including degree requirements that would shut out of the market 50-year-olds who lack a diploma.

The federation also recognizes that justice for all will not be achieved unless all branches of government are vigilant in enforcing the laws that are on the books.

One of the most significant areas in which enforcement is needed is pay equity for women. Almost 20 million women with children under 18 are employed.

It is estimated that by the year 2000, women — the fastest growing segment of the labor movement — will make up 47 percent of the work force. Two out of three new additions to the labor force at the end of this decade will be women and 80 percent of all women ages 25-54 will be working.

About 11 million families are headed by women and one out of three of these families live at or below the poverty rate — one out of two if the woman is a minority.

Minority women carry the double burden of racism and sexism, which is reflected in their disproportionate share of poverty and their low median wage, as compared to white males. Black women made about 62 percent and Hispanic women about 56 percent of white male median wages in 1989.

Overall, the weekly median wage for all women in June 1989 was 69.4 percent of the median for men. Women are not told in the grocery checkout line that their cost will be only 69.4 percent of the total to match their income.

A major source of economic progress for women is union membership. Union women earn substantially more than non-union women. Over one-third of union members are women and the number of women represented by unions has steadily grown. Black women are more likely to be represented by unions — about 23 percent in 1989 — than white women with 13.7 percent or Hispanic women at 14.5 percent.

In 1990, according to the Bureau of Labor Statistics and the Census, unionized women clerical workers made 34 percent more in median weekly wages than non-union workers.

The AFL-CIO also has a strong commitment to fair housing laws and the guarantee of the opportunity to buy a home — one of the cornerstones of the American dream.

High interest rates, bank loan practices and a lack of public housing have made a home almost an impossible goal for the elderly, families headed by women, minimum wage earners and others. This lack of housing has left some working families homeless.

The AFL-CIO joined with 174 other national organizations two years ago to protest the lack of affordable housing in a Housing Now! march that called the nation's attention to the housing crisis.

Many of those same organizations will be back to join labor in its call for justice for all during Solidarity Day '91.

Invest in education

On Solidarity Day '91, workers will march to protect the cornerstone of America's future — its public education system — and to protest national policies that have reduced school funding and plummeted the country's educational standing among the industrialized nations.

Labor has pressed its case for education since the 1800s, based on the belief that workers and their children have a right to as much education as they can absorb — and essentially to good public education, since workers should not be priced out of the market.

In those days, and into the early 1900s, unions fought successful battles to remove children from the dangers and drudgery of work while winning them the right to a public education.

Today, that basic right, which brought unparalleled advancement in lives of all Americans, is being undercut at nearly every angle by the administration of the self-proclaimed "Education President."

President Bush, and President Reagan before him, have shortchanged America's children by diverting immense amounts of taxpayer funds to such disasters as the savings and loans bailout, a crisis that resulted from the Reagan-Bush obsession with deregulation.

As a result, the United States ranks in the bottom one-third in expenditures for education among industrialized nations, according to studies by the Teachers and the Economic Policy Institute.

Two years ago, President Bush strongly promoted "America 2000," a legislative program to enact school reforms. While the AFL-CIO welcomed this initiative, the program is falling far short of the presidential rhetoric.

The centerpiece of Bush's national strategy, to provide "school choice," has created an unneeded conflict between public and private schools. Under the Bush scheme, "vouchers" would be provided for children being served under Chapter I programs for the at-risk and disadvantaged children.

In the quest for education reforms, the AFL-CIO supports the professionalism of teaching, school-based management, shared decision-making and cooperative learning.

Besides supporting primary and secondary schools, the AFL-CIO is calling for key changes in the Higher Education Act that would restore the percentage of funding earmarked for college grants, expand financial aid to include students attending college less than half-time and stronger oversight of student aid programs by the U.S. Department of Education.

Labor's involvement in education extends from efforts to lobby for educational funding and improvements at the federal, state and local levels, to advancing government commitment to vocational training, higher education and programs targeted to the children of poor and middle-income families.

Union training programs, including literacy classes, are fast becoming the leaders in providing career-related training. A number of unions have extensive system of training centers for apprentices and for the upgrading of skills.

SOLIDARITY DAY '91 WHY WE MARCH

America works when we work

America's working families continue to lose ground under national economic policies that cater to the rich while ignoring the struggles of middle- and lower-income workers.

The average worker's paycheck was outstripped by rising prices throughout the 1980s, and the standard of living for millions of working families declined as their purchasing power slipped.

The nation's economic malaise provides a strong impetus for workers to march on Washington Aug. 31, Solidarity Day '91. Everyone but the richest Americans has felt the pinch of a decade of supply-side, voodoo economic policies of the Reagan and Bush administrations.

Higher living costs have eroded what gains workers were able to make in their paychecks. Since 1979, real average weekly earnings — pay adjusted for inflation — are down 12.1 percent. Real weekly earnings are down 2.3 percent in just the last 12 months. And data from the Bureau of Labor Statistics show that real earnings fell from the preceding year in seven of the last 10 years.

Long-term jobless

The economic squeeze is even worse for the acute casualties of the Bush recession — the long-term unemployed who have exhausted up their 26 weeks of jobless benefits without finding a job.

Yet, the president insisted that even though nearly 9 million workers are officially counted as unemployed, the jobless rate is not high enough to constitute an emergency.

Bush signed the unemployment insurance legislation that Congress passed overwhelmingly, but cynically refused to release money from an $8-billion unemployment insurance fund surplus for extending benefits.

"The president has chosen to ignore the suffering of millions of unemployed Americans by withholding extended jobless benefits they need to cope with the recession," the AFL-CIO said. "The president obviously feels that granting extended unemployment insurance benefits would be tantamount to admitting he's wrong when he says the nation is on the road to economic recovery."

The federation noted that during the Iraq crisis, Bush declared the necessary emergency budget waiver to evacuate embassy employees, increase security at the White House and aid the Kurds. But his refusal to declare an emergency to fund extended unemployment insurance benefits clearly indicates the low priority he assigns to the plight of the jobless, it said.

Less than 40 percent, or 3.4 million of the 8.6 million jobless workers, were drawing unemployment insurance in July. A far higher percentage of the unemployed were protected in past recessions — about 75 percent in 1975 recession and 43 percent in the 1981-82 recession received benefits.

Workers marching on Solidarity Day will point out that more than a decade of neglect has left the federal-state unemployment insurance system so frayed that it not longer functions as a safety net for the jobless.

Since the onset of the recession in June 1990, payroll employment declined by 1.6 million. Cutbacks and layoffs pushed some 800,000 factory workers out on the street and more than 450,000 construction workers were idled.

Just about every month, BLS reports that more than 5 million workers are in part-time jobs because they can't find full-time work or because of slack work schedules.

The shaky state of the manufacturing industries, many pounded by the onslaught of imports, was felt before the recession. Between January 1989 and June 1991 manufacturing jobs dropped by 1.3 million, according to BLS.

A combination of sluggish economic growth during the 1980s and the tax cuts for the wealthy during the Reagan years has cheated the government of resources needed to invest adequately in the nation's future.

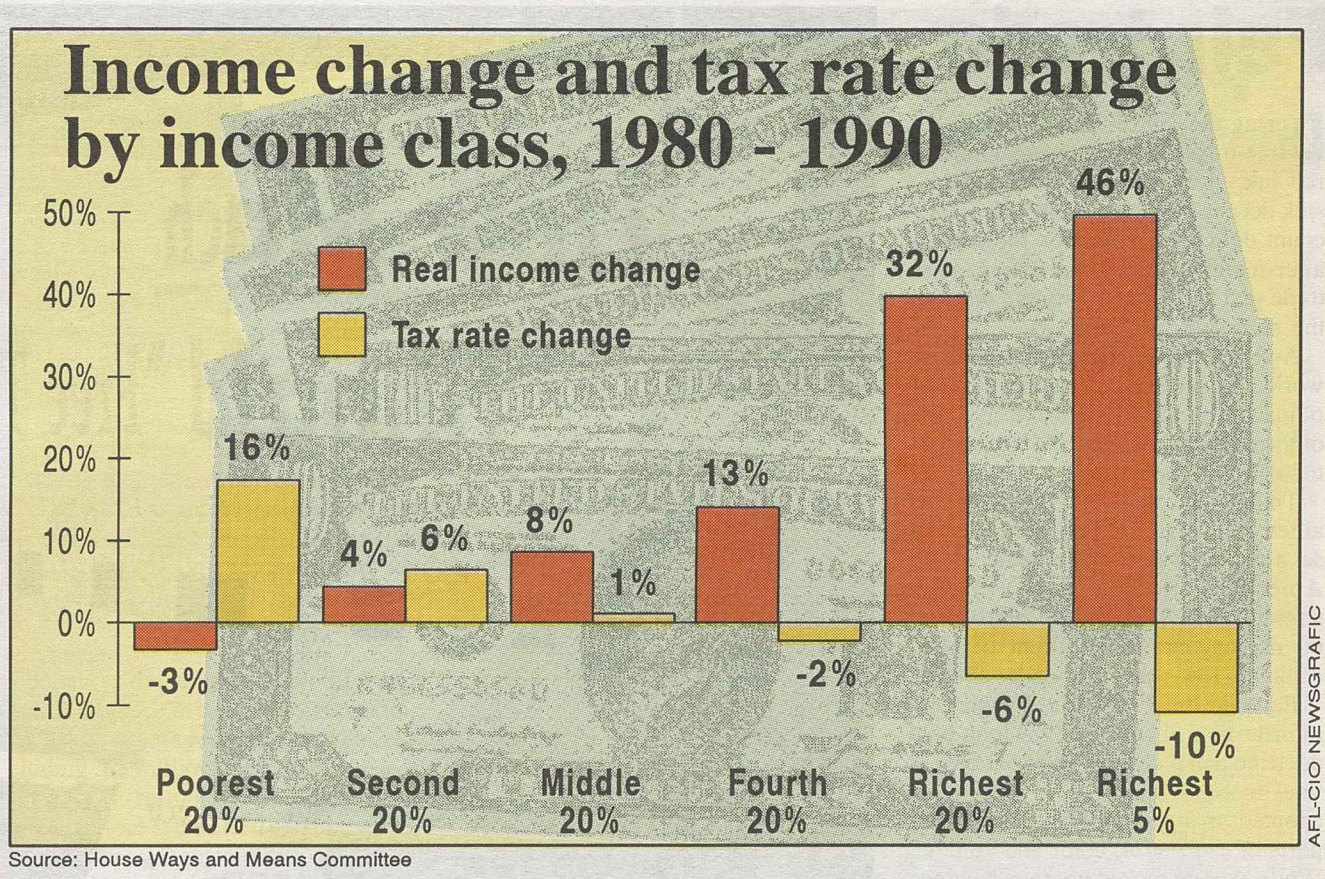
The Reagan and Bush policies brought record deficits, and these deficits now are used as a club to hold down spending for many programs vital to quality of life and economic growth.

Costlier basic needs

In recent years, the squeeze on living standards stems from the increased costs of basic necessities that drain the average working family's budget for shelter, transportation, education and medical care.

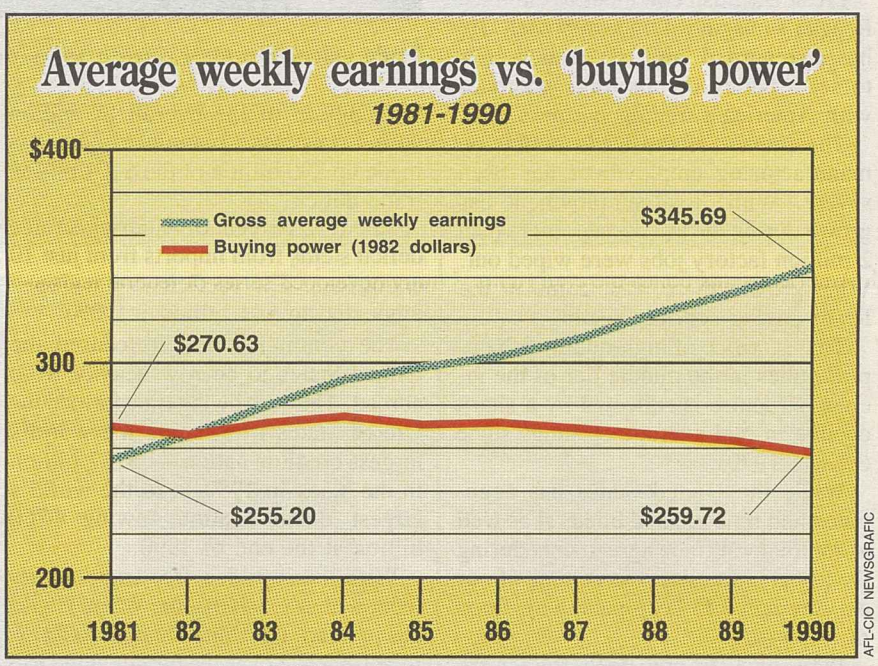
New economic studies show that the proportion of family income required to pay for a median-priced house surged from 25 percent in the 1970s to 44 percent in the late 1980s. During the same period, the average price of a new car increased from 35 percent of median family income to 48 percent; a college tuition rose from 28 percent to 38 percent and out-of-pocket medical expenses shot up an extraordinary 248 percent from 1973 to 1988.

Statistics show that the gap in income distribution between the rich and poor has never been wider. In 1989, the richest fifth of U.S. families drew 44.6 percent of all family income; the poorest fifth received only 4.6 percent of total family income.



Source: House Ways and Means Committee

While the richest families had the fastest income growth during the 1980s, they also had the largest tax breaks.



Source: Bureau of Labor Statistics

Between 1979 and 1989, the share of income received by the richest fifth of families increased; the share received by the other 80 percent of families declined. At best, incomes stagnated for families in the middle tier.

The administration fails to address the plight of the working poor, who have been trapped in poverty by dwindling job opportunities and substandard pay.

Even before the current recession, the number of families in poverty was unconscionably high. In 1989, based on the government's poverty standard, 31.5 million people — 12.8 percent of the nation's population — were indigent.

And the government's yardstick to measure poverty is less than generous. In 1989, the official poverty line on annual income was $12,675 for a family of four, which would amount to $13,861 if calculated for May 1991.

Between 1979 and 1989, the number of poor people rose by 5.5 million, an increase of 21 percent.

Scandalously low pay contributes greatly to poverty. The federal minimum wage of $4.25 an hour, which Bush grudgingly acceded to, would have to be raised to $5.20 for minimum wage worker with a familly of three to crawl above the poverty line.

Meanwhile, federal taxes have become severely inequitable. The wealthy and corporations now pay a lower proportion of income taxes than they did in the 1970s. But the tax burden on working middle-income Americans has increased.

Since the late 1970s, tax rates on the richest 1 percent of income declined by 22 percent while the rates for the middle three-fifths of the taxpayers rose between 13 and 20 percent.

More for the rich

Yet, the budgets that Bush submits to Congress repeatedly propose cuts in benefit programs for middle-income families while advocating more breaks for the rich through tax cuts on capital gains.

The administration's budget proposals offer little to fight the recession, help the unemployed, meet public investment needs and aid to struggling family farmers. The budgets ignore urgently needed public investment in education, health care, child development, housing, as well as roads, bridges and other public facilities.

America's workers are marching for social and economic justice, and for job opportunities with decent wages and working conditions. These are goals that should be part and parcel of the economic policies of the nation.

Fair trade

During the 1980s, the United States free-traded itself into a quagmire of red ink. And the nation continues to sink deeper into the current balance account deficit, even though the month-after-month pace of the merchandise trade gap has slowed with the onset of the recession.

America entered the last decade as the world's largest creditor nation. Because of misguided trade policies, it came out of the decade as the world's largest debtor nation.

This Solidarity Day, labor and its allies are calling on President Bush to set a policy of fair trade practices with America's trading partners that strengthen the U.S. industrial base and do not encourage the flight of U.S. capital to low-wage economies abroad.

Early in the 1980s, the Reagan administration abandoned the long-held doctrine that a strong industrial base is vital to economic growth. Instead, it adopted an open-door access for imports of every size, color and volume. While exports picked up, they continue to trail noticeably behind imports.

President Bush continues to embrace Reagan's misguided trade approach. He has disregarded labor's repeated calls to set a policy of fair trade practices with America's trading partners.

The impact of the trade deficit on manufacturing employment has been severe. While total employment has grown during the last decade, more than 2 million factory jobs were wiped out. What growth there was, came in the lower-paying services sector.

That sacrifice of high-quality job opportunities in the middle tier of the income structure is reflected by a sharp decline in real average earnings since the late 1970s.

While the United States has negotiated and renegotiated bilateral as well as multilateral trade agreements during the last two decades, the volume of our exports failed to keep pace with flood of imports.

Between 1982 and 1991, the United States ran up a merchandise trade deficit of more than $923 billion. In each of the last seven years, the trade imbalance has exceeded $100 billion.

Although the deficits have narrowed in recent months, imports of manufactured goods continue to account for most of the shortfall. In June, for example, factory imports amounted to $3.5 billion of the overall $4 billion deficit. Last year, manufactured goods made up $90 billion of the $101 billion trade deficit.

About 95 percent of America's trade deficit stems from imports from just 10 countries. The deficit with Japan amounted to $41 billion in 1990.

The continuing deficits caused the United States to borrow heavily from abroad. This borrowing transformed the United States from being the world's largest creditor nation — $137 billion in the black in 1982 — to the world's largest debtor nation, owing $760 billion at the end of 1990.

With the lopsided free-trade agreement with Mexico that the White House has in mind, the United States would effectively pave over the border at the Rio Grande with a tariff-less freeway that would accelerate the deterioration of America's industrial base.

Under current arrangements with Mexico, tens of thousands of American workers already have lost their jobs as U.S. manufacturing companies transferred production across the border to take advantage of the poverty of Mexican workers and the absence of any effective regulations on corporate behavior.

A free-trade arrangement would encourage greater U.S. capital outflow, accelerate imports from Mexico, further slash domestic factory jobs and speed up the industrial erosion of our country that marred U.S. trade performance in the 1980s.

The heaviest U.S. job losses came in industries that have experienced the fastest growth in production and employment in the maquiladora, or twin plant program, on the Mexican border.

Some 1,900 maquiladoras are now in operation, employing about 500,000 workers.

While the maquiladoras have grown, hundreds of thousands of U.S. workers — including employees of Zenith, Westinghouse, General Electric, Electrolux, Trico, AT&T, General Motors, Ford and Chrysler — have seen their job opportunities vanish and suddenly appear in Mexico.

In the electronics industry alone, the United States lost 440,000 jobs in the last two years. Fully 50 percent of the maquiladora jobs are in electronics.

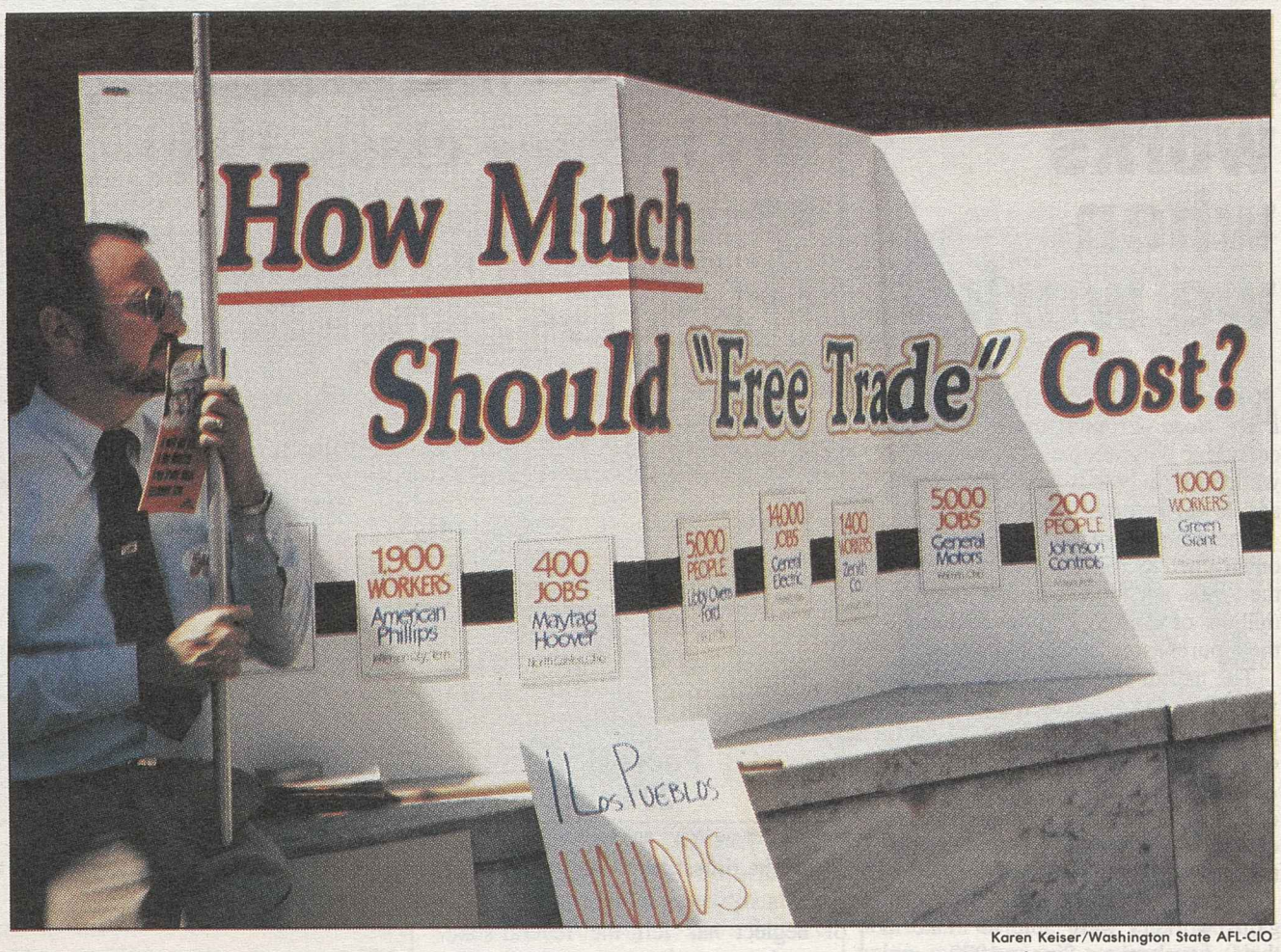
Since March 1989, about 140,000 U.S. auto jobs were lost. Auto component plants in Mexico now account for 25 percent of the maquiladora jobs. Similarly, tens of thousands of U.S. workers in other industries have seen their jobs slip across the border into Mexico.

As U.S. firms shut down operations and move across the Rio Grande to cash in on indecently low labor costs, workers on both sides of the border are being exploited.

The administration continues to pursue most favored nation (MFN) trade status for countries that fail to meet international standards on worker rights, including China, over the protests of America's unions.

The AFL-CIO has repeatedly called on the White House to impose sanctions on countries that seek to attract industry through the exploitation of their workers.

Only on rare occasions does the administration respond by lifting the Generalized System of Preferences (GSP) for offending countries.



Karen Keiser/Washington State AFL-CIO

Trade unionists protest during talks on a North American Free Trade Agreement in Seattle.

Fund our cities and states

Workers from some of the most financially strapped cities and states will march on Solidarity Day to demand that the federal government assist local governments to provide the services their citizens need.

The American people ultimately are the victims of the Reagan-Bush less-government "revolution," in which vital programs are shifted to the states without adequate federal compensation, resulting in higher state and local taxes, public service cuts and joblessness for many public employees.

The U.S. federalist system was turned on its ear during the 1980s, when federal grants to states and localities were cut dramatically — from 21 percent of state and local budgets in 1978-79 to 16.8 percent in 1986-87. Unable to fill in the revenue gap, states and cities have responded with major cuts in education, the environment, community development, employment and training, social services and capital improvements.

Governors and mayors have responded to the need to balance budgets by frantically cutting spending and firing public employees. A number of states have imposed regressive new taxes that are not based on ability to pay, such as a progressive income tax, but on sales in which everyone pays the same amount, regardless of income.

Others have tried to "privatize their way out of a budget squeeze" by contracting out public services, said Rudy Oswald, the AFL-CIO's chief economist. "Such privatizations result in the loss of work for public employees, as formerly public jobs are done by private contractors who often pay workers less and offer fewer benefits and less job security," he said.

Connecticut, the last state to pass a budget this year, has been locked in a legislative duel over whether to create its first state income tax.

Income taxes account for almost 90 percent of federal and 25 percent of state government revenue. Among cities, 43 percent have resorted to raising property tax rates, 18 percent to raising other taxes (including sales and income taxes), and 11 percent to enacting new taxes, according to a survey by the National League of Cities. At the same time, 59 percent said their budgets were adversely affected by cuts in state aid, and 49 percent cited federal aid cuts.

Citizens for Tax Justice found that, when all of the major state and local taxes are added together, virtually every state taxes its middle-income families at rates significantly higher than those faced by the richest families. Only four states — California, Delaware, Maine and Vermont — require the richest families to pay a higher share of their incomes in taxes than middle-income families.

The loss of jobs and services from the current budgetary crises is a problem of national proportion. Poverty and homelessness are up, but the number of people served by nutrition, health, housing, education and other programs is down.

On Solidarity Day, workers will remind government leaders that it is a national problem that must be addressed by Congress and the Bush administration.

Workplace safety and health

In 1970, organized labor won a major victory with the passage of the Occupational Health and Safety Act. But time, technological development and political expediency have whittled away at the promise of workplace safety.

On Solidarity Day '91, labor and its allies march to demonstrate that, more than 20 years after the original act, it is time to to upgrade and reform the nation's workplace safety laws.

In its first decade, OSHA groped for its footing, eventually getting the well-trained staff it needed to meet its technical standard-setting and enforcement activities. But its second decade during the Reagan and Bush administrations was an ignominious retreat, as OSHA's goals were undercut by severe staff reductions and redirectives aimed at paralyzing the agency.

Only a handful of health standards have been adopted in 20 years, with OSHA relying mainly on exposure limits set in the 1960s for many substances. Safety standards have been more plentiful, but the deliberate reductions in staffing undercut enforcement.

The White House Office of Management and Budget thwarted effective action through wasteful, time-consuming reviews of OSHA standards under the aegis of the Paperwork Reduction Act and a presidential executive order. The net result was that businesses could get standards rewritten by OMB.

OSHA continues to be hampered by White House resistance to effective enforcement, by shortcomings in the law and by court rulings stunting its ability to act.

Labor's hope for safer jobsites for all working Americans now is embodied in the OSHA reform legislation, S. 3160 and H.R. 1622, which was introduced in Congress Aug. 1. Those bills draw on two decades of workers' experience with OSHA.

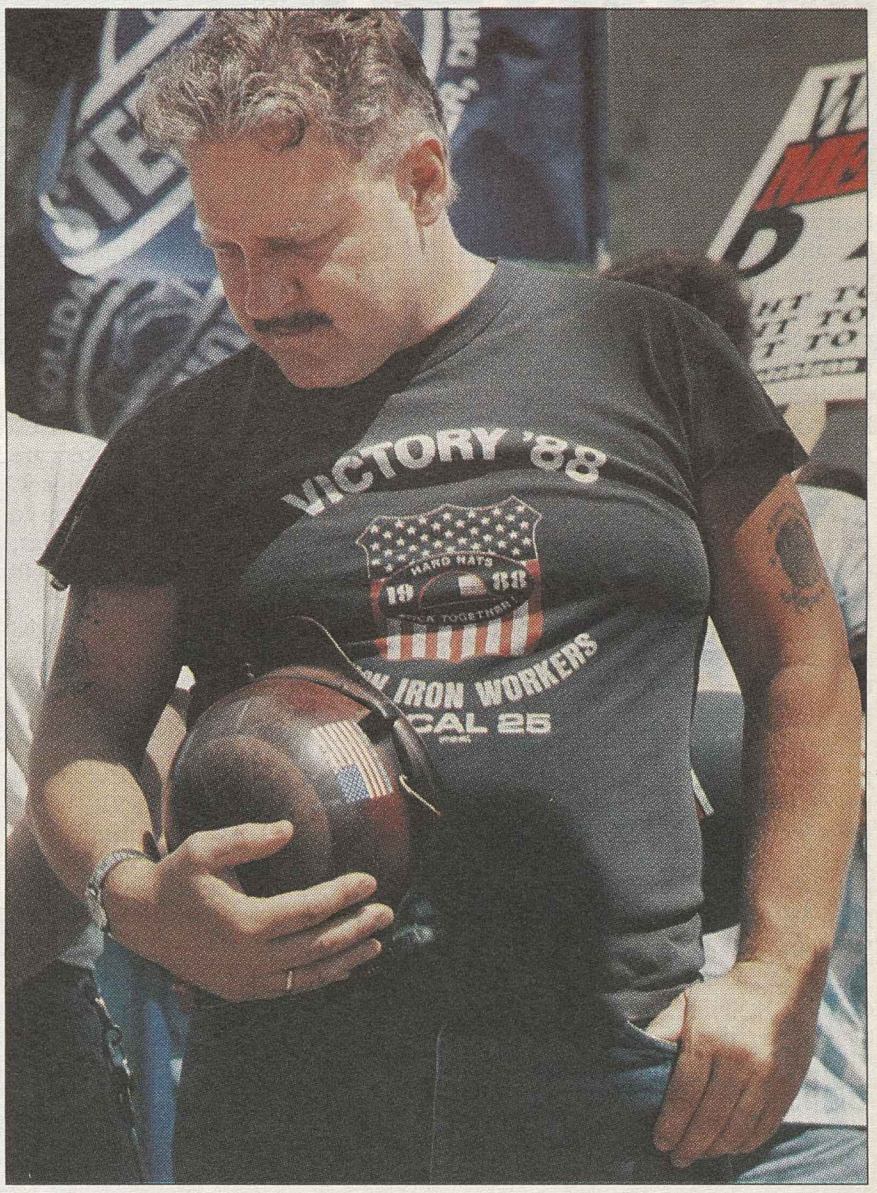
The legislation, AFL-CIO President Lane Kirkland said, "is based on the premise that workers — given proper training and the right to act in matters affecting their own safety — can play a major role in reducing the toll of workplace injury and illness."

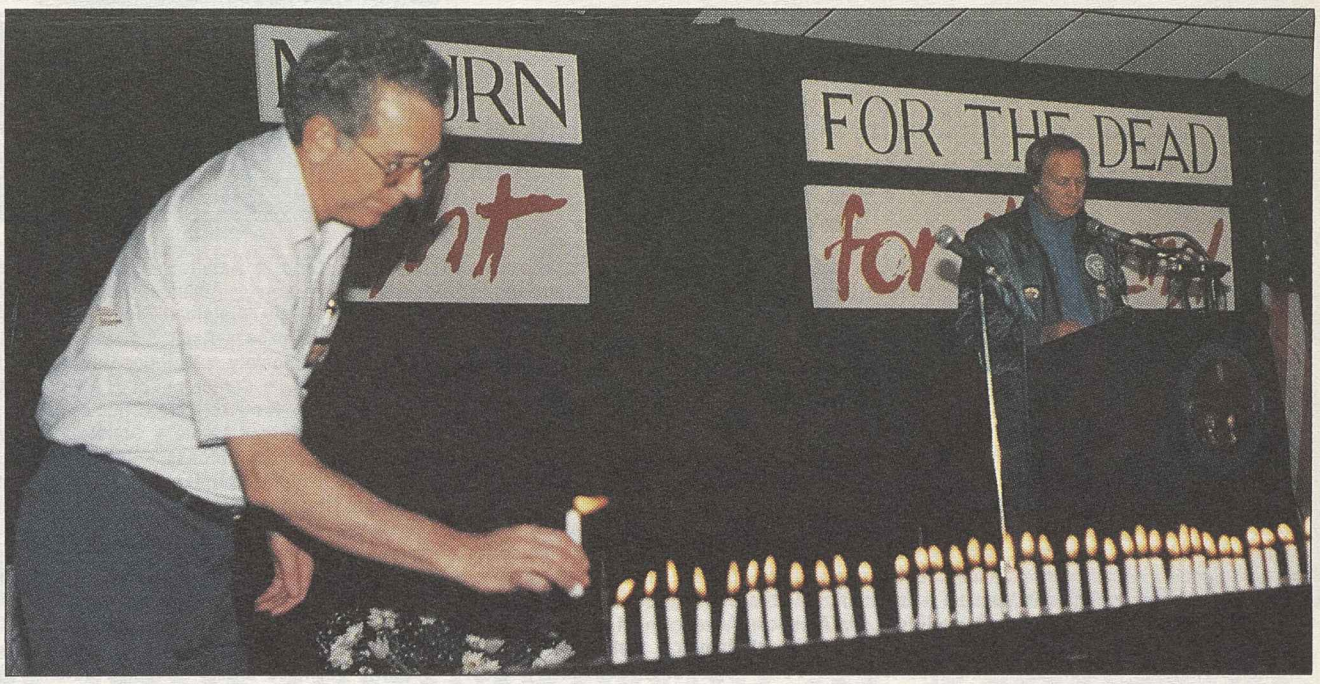
The bills would expand the role of workers by requiring employers to develop a health and safety program that includes joint labor-management safety committees. Those committees would identify and correct workplace hazards, as well as investigate accidents and develop abatement programs.

Employees would gain new rights to participate in the OSHA enforcement process and would be protected from retaliation when they seek to correct hazards they encounter on the job.

The OSHA reform measures also would strengthen the penalties against employers who knowingly permit unsafe job conditions that lead to severe injury or illness or death of their employees.

Further, the legislation would end a major injustice in the law by expanding OSHA's coverage to all workers, including the millions of public employees who perform jobs identical to those in the private sector but who heretofore have lacked adequate safety and health protections.





Workers Memorial Day, instituted by the AFL-CIO as an annual event three years ago, mobilizes trade unionists to pay tribute to co-workers injured and killed on the job and to campaign for reform of the nation's workplace safety laws.

AFL-CIO News file photos

Clean up the environment

The well-being and protection of the nation's environment has been a long-time concern of organized labor, which has worked with its allies and in coalitions to gain legislation and policy changes to expand environmental safeguards.

Much remains to be done, a point that will be driven home by trade unionists and their allies on Solidarity Day '91 — as befits an issue on which the future of the planet is at stake.

Marchers will be pressing, for example, for a greater effort to clean up the contamination created by the government's nuclear weapons production facilities over the past 45 years.

Pesticides continue to pose a hazard to all Americans and the testing of dangerous pesticides must be stepped up. Further, labor believes, the export of pesticides that are banned for sale in the United States must stop.

Organized labor also is seeking a much larger commitment by the Environmental Protection Agency to clean up hazardous waste dumps, and to enforce environmental laws. Unions have urged that EPA fines be raised to ensure that pollution of the environment does not pay.

For states bordering on Mexico, a major concern has been the immense growth of maquiladoras, or "twin" plants on the U.S.-Mexico border. Lax environmental laws in Mexico have been a key selling point in the decision of many U.S. firms to lay off their American workers and move their plants south of the border. The possibility of a U.S.-Mexico trade agreement could worsen these problems, the AFL-CIO has warned.

Marchers will be seeking legislation to require American companies operating outside the United States, whether in Mexico or elsewhere, to observe adequate worker health and safety and environmental standards.

Other AFL-CIO goals include:

- Increased funding of wastewater treatment plants and legislation to expand the asbestos detection and abatement programs for public and commercial buildings.
- Participation of state and municipalities in development of solid waste recovery systems and the elimination of litter.
- Increased assistance from developed countries and international lending institutions to less developed nations, conditioned to incentives for ecologically sound development.

Over the past two years, trade unions have supported legislation to set training standards for workers involved in asbestos removal in schools, have backed various proposals addressing the serious concerns of workers at federally owned nuclear facilities, and continued to support legislation that would require the federal government to comply with its own and with states' hazardous and toxic waste laws.

In working for passage of amendments to the federal Clean Air Act, organized labor pushed to ensure that workers displaced from newly required reductions in sulfur dioxide levels would be protected under a $250 million authorization for six additional months of unemployment compensation, plus worker training programs.

SOLIDARITY DAY '91 WHY WE MARCH

Workplace fairness

It is a glaring injustice. If you are a union employee and forced by management to strike over such important economic issues as health care benefits or your pension, your employer has the right to get rid of you — permanently.

During the past decade, more and more employers have sought to rid themselves of unionized work forces by taking advantage of a loophole in U.S. labor law that says while it is illegal to fire a worker for striking, it is okay to "permanently replace" that employee.

"The notion that somehow you can recognize a fundamental difference between the decision by an employer to fire a striker and the decision by an employer to 'permanently replace' a striker just defies logic," said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

The basic unfairness of losing your job for standing up to improve your family's well-being is a major driving force for Solidarity Day '91, which will feature many of the civil rights and religious coalitions that worked with labor for House passage of H.R. 5, the Workplace Fairness Bill.

The marchers will be urging passage of S. 55, the Senate version of the bill that would outlaw the practice of hiring "permanent replacements" during a strike. S. 55 would restore a sense of balance to labor-management negotiations, AFL-CIO President Lane Kirkland said, pointing out that unscrupulous employers often have begun advertising, recruiting and transporting scabs to the job site well in advance of a strike.

"When one party comes to the table with a desire not to agree but in hopes of destroying the other, the prospects for a peaceful, honorable and mutually beneficial settlement are close to zero," Kirkland said, noting that workers are only interested in an agreement. "Believe me, a strike is not a trip to Disneyland. "A strike is a last resort, designed to bring the other side back to the bargaining table."

For thousands of unionists, the scourge of "permanent replacements" is an American tragedy.

"You don't know how depressed I was," said Teamster Local 171 member Leonard Angle, reflecting on being "permanently replaced" after working as a warehouseman for 20 years. "I almost lost my house. I can't get a job. It makes you wonder if anybody cares for you."

The U.S. labor movement and its allies have rallied behind Angle and similar workers.

That widespread support for change will ring out loud and clear on Solidarity Day '91.

AFL-CIO News file photo

WE ARE NOT ALONE

Besides the AFL-CIO and its affiliated unions, the 181 national organizations endorsing Solidarity Day a week before the march are:

A. Philip Randolph Institute • ACORN • African Methodist Episcopal Church • Alliance of Asian Pacific Labor • American Agriculture Movement • American Association of Community and Junior Colleges • American Association of Retired Persons • American Association of University Professors • American Baptist Churches, USA • American GI Forum of the United States • American Jewish Congress • American Nurses Association • American Public Health Association • American Public Welfare Association • American Veterans Committee • Americans for Democratic Action • Americans for Workplace Fairness • Appalachian Office of Justice and Peace • Asian American Federation of Union Members • Asociacion Nacional Pro Personas Mayores • Association for Retarded Citizens of the United States • Bertha Capen Reynolds Society • Bethune-DuBois Fund • Bread for the World • Catholic Charities USA • Center for Budget and Policy Priorities • Center for Community Change • Center for Law and Social Policy • Center for Policy Alternatives • Center for Women's Policy Studies • Child Welfare League of America • Children's Defense Fund • Church of the Brethren • Church Women United • Citizen Action • Citizens for Tax Justice • Clean Water Action • Coalition for Democratic Values • Coalition of Black Trade Unionists • Coalition of Labor Union Women • Coalition on Human Needs • College Democrats of America • Commission on Religion in Appalachia • Community Labor Forum • Concerned Citizens of the Delaware Valley • Congress of National Black Churches • Consumer Federation of America • Croatian Fraternal Union of America • Cuban American National Council • Democratic Socialists of America • Disability Rights Education and Defense Fund • Division of Homeland Ministries • Drug, Hospital and Health Care Employees Union—1199 • Economic Policy Institute • Environmental Action • Episcopal Church: Washington Office • Families USA • Farm Labor Organizing Committee • Federation of Southern Cooperatives/Land Assistance Fund • Food Research and Action Center • Foundation for Human Rights and Democracy in China • Friends of the Earth • Frontlash • Fund for a Feminist Majority • Fund for an OPEN Society • Fund for Community Progress • Greater Washington Network for Chinese Democracy • Health Security Action Council • Housing Assistance Council • Interchurch Council of Greater Cleveland • Interfaith IMPACT for Justice and Peace • International Committee to Support the Non-Violent Movement for Human Rights in Vietnam • International Labor Rights Education and Research Fund • Jewish Labor Committee • Joint Center for Political and Economic Studies • Justice and Peace Action Forum • Labor Council for Latin American Advancement • Leadership Conference on Civil Rights • League for Industrial Democracy • League of Women Voters of the United States • The Martin Luther King, Jr., Center for Social Change • Methodist Federation for Social Action • Mexican American Legal Defense and Education Fund • Mexican American Women's National Association • Midwest/Northeast Voter Registration Education Project • Minority Business Enterprise Legal Defense Fund • NAACP Legal Defense and Education Fund • National Alliance of Postal and Federal Employees • National Association for the Advancement of Colored People • National Association of Commissions for Women • National Association of Community Health Centers • National Association of Negro Business and Professional Women's Clubs, Inc. • National Association of Social Workers • National Association of Working Women: 9 to 5 • National Black Child Development Institute • National Black United Fund • National Catholic Conference for Interracial Justice • National Committee on Pay Equity • National Concilio of America • National Consumers League • National Council of Catholic Women • National Council of Churches of Christ in the U.S.A • National Council of Jewish Women • National Council of La Raza • National Council of Negro Women • National Council of Senior Citizens • National Council on Alcoholism and Drug Dependents • National Displaced Homemakers Network • National Education Association • National Family Farm Coalition • National Farmers Organization • National Farmers Union • National Gray Panthers • National Hispanic Council on Aging • National Hook Up of Black Women • National Institute for Women of Color • National Jewish Community Relations Advisory Council • National Legal Aid and Defenders Association • National Low Income Housing Coalition • National Neighborhood Coalition • National Organization For Women • National Organization of Legal Service Workers • National Rainbow Coalition • National Rural Housing Coalition • National Toxics Campaign • National Urban League • National Wildlife Federation • National Women's Law Center • National Women's Party • National Women's Political Caucus • National Women's Rights Organizing Coalition • Natural Resources Defense Council • New Jersey Citizen Action • New York Unemployment Committee • No Greater Love • NOW Legal Defense and Education Fund • Older Women's League • Organization of Pan-Asian American Women • Partnership for Democracy • Pax Christi USA • People for the American Way • Philadelphia Unemployment Project • Philadelphia Area Project on Occupational Safety & Health • Physicians for Social Responsibility • Project Equality • Project Vote! • Public Citizen • Puerto Rican Legal Defense and Education Fund • Religious Network for Equality for Women • SANE Freeze • Save Our City • Social Democrats, U.S.A. • Southern Christian Leadership Conference • Southern Regional Council • Southwest Voter Registration Education Project • Synagogue Council of America • The Children's Foundation • The Feminist Majority • The Human Rights Campaign Fund • TransAfrica • U.S. Conference of Mayors • U.S. Peace Council • Unitarian Universalist Association of Congregations • United Church Board of Homeland Ministries • United Church of Christ Office for Church 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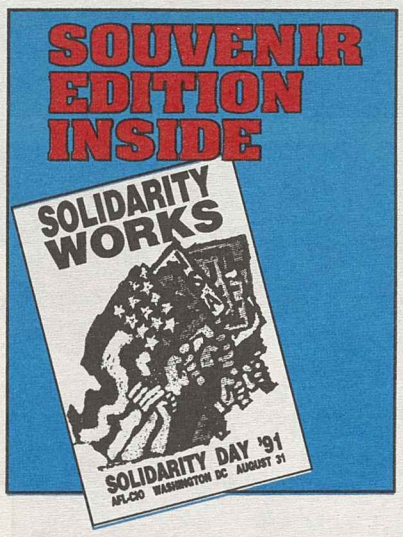


AFL-CIO NEWS

VOLUME 36, NUMBER 19 SEPTEMBER 9, 1991

Bill Burke/Page One Photography

'The heart and conscience of America'

Mostly it was people — wave after wave of people — who turned Solidarity Day '91 into a lasting testament to the conviction of the nation's union members.

More than 325,000 trade unionists and their allies rallied in Washington to protest the direction the Bush administration is leading the nation and the lack of guts in the opposition on Capitol Hill.

"We're here to remind our elected representatives that they were put there to serve, not the faceless marketplace, but the aspirations of real people," AFL-CIO President Lane Kirkland said.

The marchers called for national health care reform, for legislation to ban the "permanent replacement" of strikers and for full freedom of association for workers around the world, as well as for civil rights, fair trade, workplace safety and attention to this nation's decaying cities and infrastructure.

The column of marchers unfolded down Constitution Avenue in a sea of red, blue, green, yellow and white as T-shirted unionists and supporters waved bright hand-painted and professionally painted banners and signs, chanting for change.

One unionist who waited two and a half hours for a turn along the parade route said the wave after wave of marchers evoked an image of knights setting out on crusades, each fighting each other's fight. It was many faces with one voice.

The turnout was even better than Solidarity Day I in 1981, when hundreds of thousands marched to protest the economic and social policies of the new Reagan administration, which since have proven to be catastrophic for workers and their families.

The camaraderie and solidarity were summed up in a banner carried near the entertainment stage at 17th and Constitution, which played off the words of the famous labor song: "I dreamed I saw Joe Hill last night, alive IN you and me."

Staging areas were set up by various unions in the entertainment area on the Washington Monument grounds and along the Ellipse in front of the White House. The entertainment, which began at 10 a.m. and lasted until 2 p.m., was headlined by Willie Nelson, who led the singing of "Solidarity Forever" and "America the Beautiful." Entertainment union presidents Theodore Bikel and Ron Silver starred at both ends of the march.

The march formed behind AFL-CIO union leaders, who were joined by international trade unionists and leaders of some of the 185 organizations that endorsed Solidarity Day. AFSCME, with the largest contingent, marched next, followed by the UAW, Steelworkers, Machinists, Electrical Workers, Service Employees, Communications Workers, Teamsters, Electronic Workers and other larger unions.

From the South, they came in a caravan — 50 buses hooked up together on their way from Virginia, West Virginia, Tennessee and other points. From the North, they came by train — eight of them down the Amtrak lines from New York City. From the West, they came by sheer determination and solidarity — bus rides of 16 to 20 hours out of Michigan and elsewhere in the Great Lakes area. And from all over they took advantage of special air fares.

"This is beautiful, just look at all these beautiful people," said one marcher from Detroit. "You know you're not alone."

Other unions and allied groups were still waiting to march when the front of the column fanned across the Mall to

Continued on Page 16

Unions gaining ground in hostile territories

By Candice Johnson

Unions are making inroads in workplaces that traditionally have been difficult to organize — from college campuses to southern textile mills to air cargo carriers. Recent elections have found these workers taking a closer look at what unions offer and saying "union yes" in growing numbers.

At the University of Illinois, clerical and administrative workers followed their counterparts at the University of Minnesota earlier this year, voting 979-922 for representation by AFSCME.

And recent campaigns among textile workers in North Carolina and airline pilots at a major Tennessee cargo company, as well as a report by the AFL-CIO Industrial Union Department's cooperative organizing program, indicate that workers in the South are defying employer intimidation tactics to vote for unions.

The IUD program, operating in North Carolina, Alabama, Tennessee, Mississippi and Georgia, has scored 18 election victories and two voluntary recognitions of unions by employers since January, bringing union cards and benefits to more than 3,500 workers.

A close vote among nearly 7,000 workers at seven Fieldcrest Cannon textile plants near Kannapolis, N.C., left the outcome in doubt as the National Labor Relations Board investigates the 538 challenged ballots that could shift victory to the union.

Clothing and Textile Workers President Jack Sheinkman called the vote "an overwhelming response" and noted that in a different climate, free of company intimidation, "the workers' voices would have been heard."

"Until we deal with the unfair status of our nation's labor laws, the voice of working people will be thwarted," he added. ACTWU is planning to file objections to the election and will seek a new election from the board.

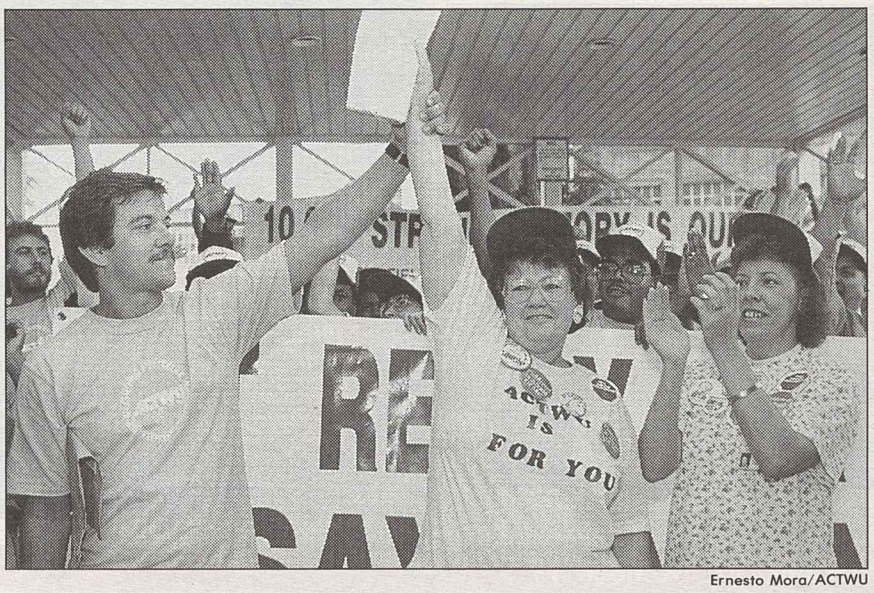
Balloting resulted in 3,034 "yes" votes for representation by ACTWU and 3,233 "no" votes. Of the 538 challenges, 394 were made by the union, 130 by the NLRB and 20 by the company.

In addition to the board investigation of challenged ballots, charges that workers were kept from voting will also be reviewed, ACTWU said.

A November hearing before an NLRB administrative law judge will be held on a complaint issued on several unfair labor practice charges made by the union in August.

The complaint upheld ACTWU's charges that Fieldcrest threatened to withhold benefits or close plants if the union won the election, intimidated workers by implying that their union activities were being monitored, threatened to fire union supporters, insinuated that workers should resign because of union activities and shifted additional work to union supporters.

The union office is open in Kannapolis, and "as far as we're concerned, it's not over yet," organizers stressed.



Ernesto Mora/ACTWU

The close vote at Fieldcrest Cannon is reason to celebrate for ACTWU.

Air Line Pilots supporters at Federal Express Corp. fell just 23 votes short in a union representation election held by the National Mediation Board.

Captain Eric Vartanian, a FedEx pilot who headed the organizing committee, said the 1,117 votes ALPA received were short of a majority for the 2,279-pilot unit. The FedEx pilots approached ALPA last year for help in organizing and the committee worked long and hard to educate pilots on the advantages of union membership, he said.

Under NMB rules, the union must receive "yes" votes from half the eligible voters, plus one, rather than just gaining support from a majority of those who vote.

ALPA President Randolph Babbitt noted that organizing efforts often are "a long, difficult education process that doesn't always work the first or even the second time around. . . . For someone who has never seen union representation in action, it's a tough sell to show them they can have the best of both possible worlds by going with an organization like ALPA."

ALPA has filed a protest with the NMB, accusing management of improprieties during the election process, including giving "assistance and endorsement" to an anti-union pilot group. The union charged the company provided the addresses of pilots to that group while withholding the data from ALPA.

AFSCME President Gerald McEntee said the union is ready to represent some 2,200 clerical and administrative workers at the bargaining table with the University of Illinois. "University workers deserve better pay, better working conditions, and a strong voice on the issues that affect their lives everyday, such as pay equity, career mobility and development on the job. Now their voice will be heard on the University of Illinois campus," he said.

Tide for 'permanent replacement' ban sweeps across states

By Muriel H. Cooper

The rising tide of sentiment for Workplace Fairness swept across the Mall in Washington on Solidarity Day '91, as many of the 325,000 marching trade unionists demonstrated their support for S. 55, legislation to ban the "permanent replacement" of strikers.

"The scabs have got to go," said UAW Local 148 member Bette Murphy from Long Beach, Calif. "When you bring in scabs, you throw out the right to strike."

The S. 55 Workplace Fairness legislative companion, H.R. 5, recently passed the House of Representatives by a 247-182 vote. Much of the success of that effort has been credited to the enormous support of grass-roots organizations and union members.

"Congressional leaders have said that this overwhelming victory was due, in large part, to the grassroots lobbying efforts by unions members across the country," AFL-CIO Secretary Treasurer Thomas R. Donahue said in a letter to trade unionists. "But the battle is not over. The fight now moves to the Senate, where even more intensified grass-roots pressure is needed."

One of the grass-roots organizations, the Arkansas Committee for Workplace Fairness, demonstrated its displeasure with the negative vote of Rep. Beryl Anthony (D-Ark.) in a rally outside a hotel where Anthony appeared. Other protests are planned by local central bodies in Anthony's district, which have threatened to work for his defeat during the next election.

In California, the State Assembly passed a joint resolution urging Congress to pass the Workplace Bills.

"Workers should not lose their jobs because they exercise their legal right to engage in union activity," said Terry Freidman (D-Los Angeles). "More and more, employers are permanently replacing workers who, as a last resort in a bona fide labor-management dispute, have made the painful decision to go on strike. I am proud to stand with California's workers in urging Congress to guarantee their rights under the National Labor Relations Act."

Residents in Illinois have been successful in persuading several city councils to pass resolutions to ban "permanent replacements." The Alton and Madison City Councils have passed resolutions affirming the right to strike without the fear of being "permanently replaced." And recently Chicago's city council passed a resolution to ban the practice.

"Today, many employers who want to break unions deliberately force strikes through unreasonable negotiation tactics," the Chicago resolution stated, continuing "and whereas, to workers the distinction is meaningless because whether fired or 'permanently replaced,' they have lost their jobs and that subverts the legal protection of their trade union rights."

The increasing support for a ban on "permanent replacements" was little consolation to members of Brewery Workers Local 1010 in Baltimore. The Bond Distributing Company has hired "permanent replacements" for 93 striking beer drivers and warehouse workers.

Local 1010 President Ray Machlinski said the initial news prompted the union to suspend talks. While the original sticking point in negotiations was over job descriptions and duties for the workers, union officials say they now are mainly concerned about the employees returning to work. Contract negotiations have resumed.

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LEGISLATION

Congress returns to full slate of labor bills

Thomas hearings begin Sept. 10

By Mike Hall

Congress reconvenes Sept. 10 for a fall session that is packed with legislation of keen interest to labor, but with no firm schedules as yet mapped out by either the House or Senate leadership.

The Senate Judiciary Committee begins its hearings Sept. 10 on Supreme Court nominee Clarence Thomas, who is strongly opposed by the AFL-CIO and the Leadership Conference on Civil Rights, which includes the NAACP and other major civil rights groups.

Senate action on civil rights legislation supported by the AFL-CIO will not occur until after the Thomas hearings. President Bush remains adamantly opposed to the House-passed legislation and has rebuffed attempts by moderate Republicans to find a compromise position on the bill.

Bush's refusal to declare an emergency to release funds for extended unemployment benefits has fueled talk that new legislation could be introduced to correct the mistake of making the extension of unemployment benefits dependent on the president's declaration of an emergency.

S. 55, the Workplace Fairness bill, has been reported by the Senate Labor and Human Resources Committee, and the AFL-CIO and others are working to boost Senate support for the bill. The House passed its version, H.R. 5, by a runaway 247-182 margin on July 17.

The House must act on a new highway and mass transit reauthorization bill by Sept. 30, when federal funds expire. The House had been set to vote on a five-year $153.5 billion reauthorization before the August recess, but it was pulled from the floor after many House Democrats objected to a five-cent-a-gallon gasoline tax as part of its funding mechanism.

That legislation, which was strongly supported by the AFL-CIO, would have provided some 2 million jobs over the five years. The House now may consider legislation similar to the $123 billion reauthorization passed in the Senate, but there has also been some talk of reviving the original bill with the gasoline tax intact.

On the committee level, hearings are expected on health care reform and the new OSHA reform and construction safety bills.

Following is the status of more than 30 pieces of major labor legislation introduced so far in the 102nd Congress. The bills are supported by the AFL-CIO unless otherwise indicated.

Signed into law

● Davis-Bacon/Apprenticeship Regulations (H.R. 1281, P.L. 102-27) — Amendments offered in both houses to the emergency supplemental appropriations for fiscal year 1991 would have seriously damaged Davis-Bacon by allowing the Department of Labor to tinker with helper regulations in both the Davis-Bacon Act and apprenticeship regulations. The House defeated the amendment March 7 and the Senate on March 20 before the appropriations bill was passed and signed into law.

Floor action

● Campaign Finance Reform (S. 3) — Bill sets spending limits, partial public financing and bans political action committees (PACs). Opposed by AFL-CIO, S. 3 passed the Senate May 23. A House bill is expected to be introduced.

● Civil Rights (H.R. 1) — This legislation reverses several Supreme Court rulings that make it difficult for employees to pursue legal remedies for workplace discrimination. It passed the House June 5. There is not yet a companion Senate bill.

● Federal Employee Layoff Notices (H.R. 1341) — This bill requires a 60-day notice, similar to the Plant Closing Notification Act for civilian workers, before the federal government can lay off workers in a reduction of force. It passed the House by voice vote June 24 and has been reported by the Senate Governmental Affairs Committee.

● Flight Attendants Duty Time (H.R. 14) — This legislation sets flight and duty time limits and minimum rest periods for flight attendants. It passed the House Aug. 2. No similar Senate legislation has yet been introduced.

● Highways/Mass Transit (S. 1204 and H.R. 2950) — The Senate bill is a five-year, $123 billion reauthorization of the nation's highways and mass transit programs. It passed the Senate June 19. The AFL-CIO supports the House version, H.R. 2950, which was reported July 25 by the Public Works and Transportation Committee and July 31 by the Ways and Means Committee.

● Revenue Foregone Postal Appropriations (H.R. 2622) — Both Houses approved this legislation, but the Senate version, passed July 18, significantly cuts the revenue foregone program, which reimburses the postal service for the cut rates it provides for non-profit organizations. The House version contains full funding and was approved June 19. The legislation is now in conference.

● Social Security (SCR 29) — An amendment to the budget resolution for fiscal year 1991 offered by Sen. Daniel Patrick Moynihan would have been the first step to a roll back in the Social Security tax rate for workers. It was backed by the AFL-CIO but was defeated in the Senate April 24.

● Trade, Fast Track for Mexico (H.Res. 101 and S. Res. 78) — Both resolutions would have denied President Bush "fast-track" authority for free trade negotiations with Mexico. Both resolutions were defeated, May 23 in the House and May 24 in the Senate.

● Trade, Most Favored Nation (MFN) Status for China (S. 1367 and H.R. 2112) — Both bills set strict worker and human rights conditions China must meet to maintain its MFN trade status. The House passed its version July 11 and the Senate July 22. A conference is expected in September.

● Unemployment Insurance Extended Benefits (H.R. 3040 and S. 1554) — If the president had declared a national emergency, both bills would have extended unemployment benefits up to 20 extra weeks for workers who have exhausted their benefits. The Senate passed its bill Aug. 1 and the House approved it Aug. 2. Bush signed the bill but refused to declare an emergency, in effect killing the legislation.

● Workplace Fairness (H.R. 5 and S. 55) — Both bills ban the use of permanent replacement workers during lawful economic strikes. H.R. 5 passed the House July 17 and S. 55 was reported by the Senate Labor and Human Resources Committee June 19.

Approved in committee

● Fuel Efficiency (S. 279 and H.R. 266) — Both bills require a large increase in automobile fuel efficiency, which the AFL-CIO believes is unachievable and unreasonable. S. 279 has been reported by the Commerce, Science and Transportation Committee.

● Civil RICO Reform (H.R. 1717) — Curbs rampant abuse of private civil RICO action, which has been used many times by parties involved in ordinary commercial or labor disputes. Has been reported by House Judiciary Committee.

● Construction Safety (H.R. 1063 and S. 673) — This legislation would establish an office of construction safety within the Occupational Safety and Health Administration and establish stringent on-site safety regulations. H.R. 1063 was reported by the health and safety subcommittee.

● Drug Lab Certification (H.R. 33) — This bill sets strong standards for labs involved in drug testing of workers. It was reported by the health and environment subcommittee.

● Family and Medical Leave (H.R. 2 and S. 5) — Both bills establish a system of unpaid leave for workers for child birth, adoption or serious family illnesses. H.R. 2 has been reported by the Education and Labor and the Post Office and Civil Service committees and S. 5 by the Labor and Human Resources Committee.

● Job Safety at Federal Nuclear Facilities (H.R. 2194 and S. 596) — Both bills require federal nuclear facilities to comply with federal and state hazardous waste laws which would protect the more than 80,000 workers in those plants. H.R. 2194 has been reported by the Energy and Commerce Committee and S. 596 has been reported by the Environmental and Public Works Committee.

● Job Training Partnership Act (H.R. 3033) — This legislation amends the JTPA to improve delivery of services to hard-to-serve youths and adults. It has been reported by the employment opportunities subcommittee.

● Legal Services (H.R. 2039) — Reauthorizes the program that provides legal aid to poor. H.R. 2039 was reported by the House Judiciary Committee.

● Pensions, Pass-Through Insurance (H.R. 6 and S. 543)Provisions to protect pension plan deposits in banks included during consideration of banking reform. The bills have been reported by banking committees in both houses.

● Timber Harvesting (H.R. 2463 and S. 1156) — Both bills provide a balanced approach to problems of timber harvesting on old growth federal lands. H.R. 2463 was reported by the national parks and public lands subcommittee and hearings have been held on S. 1156 by the public lands, national parks and forests subcommittee.

● Unemployment Insurance Reform (H.R.1367) — This legislation is a major overhaul of the nation's unemployment insurance system. It has been reported by the human resources subcommittee.

● Voter Registration (S.250) — This bill streamlines voter registration procedures, and establishes "motor voter" registration that allows registering to vote with the renewal of a driver's license. It has been reported by the Rules Committee.

Bills introduced

● Black Lung Reform (H.R. 1637) — Streamlines procedures for black lung claimants. Hearings have been held by labor standards subcommittee.

● Child Labor (S. 600 and H.R. 2076) — Links education and employment and increases civil and criminal penalties under Fair Labor Standards Act. Hearings have been held on S. 600 before children, family, drugs and alcoholism subcommittee.

● Davis-Bacon Reform (H.R. 1987) — Strengthens administration of the act, eases the paperwork burden and increases threshold for construction and rehab. Has been referred to Education and Labor Committee.

● Fringe Benefits, Education Expenses (H.R. 127 and S. 24) —Provides employee tax exemption for up to $5,250 in employer-provided education benefits. H.R. 127 has been referred to Ways and Means Committee and S. 24 to Finance Committee.

● Fringe Benefits, Pre-Paid Legal Services (H.R. 187 and S. 451) — Provides tax exemption for employer-provided pre-paid legal services. H.R. 187 has been referred to Ways and Means Committee and S. 451 to Finance Committee.

● Hatch Act Reform (H.R. 20 and S. 915) — Both bills ease restrictions on political activity for federal and postal employees. H.R. 20 has been referred to Post Office and Civil Service Committee and S. 965 to Governmental Affairs Committee.

● Health Care Reform (H.R. 3205 and S. 1669) — Both bills make progress toward AFL-CIO goal of comprehensive health care reform. H.R. 3205 has been referred to the Ways and Means, Energy and Commerce and Education and Labor committees and S. 1669 to the Labor and Human Resources Committee.

● OSHA Reform (H R. 3160 and S. 1622) — Represents the first comprehensive overhaul of the Occupational Safety and Health Act in more than 20 years. H.R. 3160 was referred to the Education and Labor Committee and S. 1622 to the Labor and Human Resources Committee.

● Section 936 Tax Code (H.R. 2632) — This bill would repeal the massive tax breaks allowed for runaway plants in Puerto Rico. It has been referred to the Ways and Means Committee.

● Workplace Monitoring (H.R. 1218 and S. 516) — Both bills prevent abuses of electronic monitoring in the workplace. Hearings on H.R. 1218 have been held before the labor-management subcommittee.

Workers united across international boundaries

By James B. Parks

International worker solidarity was on display on Solidarity Day '91 as trade union leaders from around the world marched in support of freedom of association.

"The AFL-CIO is second to none in extending solidarity around the world," said John Vanderveken, general secretary of the International Confederation of Free Trade Unions. "Because we stand in solidarity together, we are winning" the struggles for workers' rights, he said, and he pledged that international labor will not rest until the practice of "permanent replacements" is banned in the United States.

"No trade union in the world can stand alone and they don't need to. This crowd today proves it," he said.

The list of international visitors for Solidarity Day read like a who's who of world trade unionists, with leaders from Europe, Africa, China, Canada, Asia, and Latin America.

One highlight of the rally came when Li Lu, a 24-year-old Chinese student who demonstrated for democracy in 1989 at Tiananmen Square, announced that he was ending his two-week-old hunger strike protesting the Chinese government's crackdown on dissent.

Standing near a replica of the "Goddess of Democracy" that stood in the square, Li said "seeing so many of you here lets me know the Chinese people are not alone. The China of tomorrow is the Soviet Union of today . . . together we can change the world."

Russian parliament member Sergey Kovalev told the marchers that America's example was an inspiration for the Russian people as they rose up to defeat the Soviet coup attempt. During the struggle for freedom, Russian President Boris Yeltsin and his supporters count on the solidarity of the AFL-CIO, Kovalev said.

Startling changes

One clear example of the startling changes in the Soviet Union was provided by a Soviet trade unionist who did not make it to Solidarity Day. Anatoly Malykhin, a leader of the Soviet independent miners' movement, stayed in the Soviet Union to assume his new duties as governor of the Kuzbass, the eastern Soviet mining region where he led strikes earlier this year. Yeltsin appointed him to the post the day he was scheduled to leave for the Solidarity Day march.

Shirley G.E. Carr, president of the Canadian Labour Congress, warned against the fallacy of the so-called "free-trade" policy. "The politicians are errand boys for the money boys," Carr said. "Enough is enough. We're not going to stop" until there is a new brand of public policy in North America.

In a forum on freedom of association earlier in the week, several international trade unionists described how the labor movements in their countries are at critical periods in which solidarity is essential. The forum, sponsored by the AFL-CIO and the George Meany Center for Labor Studies, was coordinated by the Free Trade Union Institute.

Central and Eastern European trade unionists said their emerging democracies need help from the West to successfully make the transition from a communist political and economic structure. "There is no previous historical precedent, no models to follow" in making the transition, said Marian Krzaklewski, chairman of Poland's Solidarnosc.

The political changes in Eastern Europe were relatively painless, compared to the economic changes that are to come, he said. The process of switching to a market economy may be so painful that it might undercut the political changes as people react to unemployment and shortages that are sure to occur, he warned. "That is why it is very important that the developed countries participate in finding solutions to the problems," he said.

The biggest threats to reform in Central and Eastern Europe may be the production systems, Krzaklewski said. Because those systems were set up to serve the Soviet Union's interests, the lack of a new trading partner now idles factories and leads to unemployment, which can cause political tensions if people blame the unions for problems created by the communist system.

Another crucial test for reform is the establishment of ownership of businesses, said Imre Palkovics, chairman of the Hungarian Workers Councils.

Throughout Central and Eastern Europe, former communist managers and elite who have access to capital have cynically used the economic reforms to gain property illegally or through loopholes in the new laws. Palkovics warned that these communists use this secure economic power to thwart true reform, a sentiment echoed by Krzaklewski and Mihaly Csako, national secretary of the Hungarian Democratic League of Independent Trade Unions.

Roman Kovac, president of the Czech and Slovak Confederation of Trade Unions, said his country is learning the difficulties of putting freedom into place.

For example, Czech and Slovak trade unions are trying to negotiate new labor laws. This is particularly difficult because the state is still the largest employer at a time when the relationship between government and labor is changing from one of dominance to cooperation.

"Real freedom is not in documents or declarations of human rights, but in the implementation of those rights in institutions and one of them is free trade unions," Kovac said.

'Democracy can't be stopped'

Aldona Balsiene, chairwoman of the Lithuanian Workers Union, said that country's free trade unions are just beginning to concentrate on labor issues, having been consumed with the desire for independence from the Soviet Union.

But despite all their problems, these leaders agreed that the unleashed democratic forces will not be stopped and labor solidarity is a key. "Nationality does not hinder worker solidarity," Balsiene said. "Everyone is united by one idea — independence, and the notion that freedom is in danger."

For South African trade unionists, the major struggle is to make sure that workers' rights are included in any new constitution that comes out of the struggle for national liberation, said Cunningham Ngcukana, general secretary of the National Council of Trade Unions (NACTU).

"The unions have not kept quiet," said Papi Kganare, general secretary of the South African Commercial, Catering and Allied Workers union. The unions are not apolitical, they have contact with the liberation movements and they are having an impact." Kganare was a substitute for John Gomomo, president of the Congress of South African Trade Unions (COSATU), who was unable to attend Solidarity Day because of his wife's illness.

COSATU and NACTU are convening a conference among South African unions to make sure that workers' rights are included in the negotiations for liberation. Once liberation occurs, the trade unions will become independent of the political movements. "You can't have one foot in the government and one in the trade unions," Ngcukana said.

For Cubans, the struggle is to gain freedom of association or freedoms in any form, said Ernesto Diaz Rodriguez, a trade unionist who spent 23 years in Cuban jails.

The Castro government does not allow fundamental liberties, including freedom of association. All trade union leaders are appointed by the government and they respond to the political needs of government, not the needs of workers, Diaz said.

Worker organizers and political prisoners are beaten and their families pressured, he said. The free trade union movement's most effective vehicle for reaching workers is Radio Marti, Diaz said.

Trade unionists are using the example of Poland to try to inspire Cuban workers and the moral support of the world's trade unionists is crucial to that effort, he said.

The situation is similar in China where, though freedom of association is allowed by the constitution, the government's crackdown on the democracy movement has forced workers' groups underground, said Lu Jinghua.

Lu, a leading activist in the Beijing Workers Autonomous Federation, escaped from China and now lives in New York, where she is on the staff of the Ladies' Garment Workers. She urged the American labor movement not to forget the struggling Chinese workers.

Also among the international visitors was Quan Q. Nguyen, chairman of the International Committee to Support the Non-Violent Movement for Human Rights in Vietnam. His brother, Dr. Nguyen Dan Que, has been held in a Saigon jail since June 14, 1990, for urging democratic reforms in Vietnam.

Dream of Baltic freedom almost a reality

Trade unions rejoiced at the likelihood of the Soviet Union renouncing its occupation of the Baltic states — leaving Lithuania, Estonia, and Latvia as the free and independent states the AFL-CIO has insisted they were all along.

The expected decree from Soviet President Mikhail Gorbachev should come shortly after Aldona Balsiene, chairwoman of the Lithuanian Workers Union, with whom U.S. unions have worked closely in recent years, returns home after participating in Solidarity Day. Her predecessor, Kazimieras Uoka, received the 1991 George Meany Human Rights Award.

Lithuania had declared its independence on March 11, 1990, only to see it temporarily delayed by a Soviet economic embargo and the storming of its broadcast facilities.

The Lithuanian free trade unions steadfastly opposed the failed Soviet coup, organizing meetings every 15 minutes to rally support for Russian President Boris Yeltsin's stand for freedom and to prepare for a general strike to topple the coup leaders.

After the coup failed, Lithuania took control of its borders, started issuing visas, and outlawed the Communist party. "We have always felt free in our minds and now we feel secure for the future," said Lithuanian President Vytautas Landsbergis, who called on the Soviet parliament to "correct the historical error it made" when it accepted the forcible annexation of the Baltics in 1940.

The French government also has pledged to return to Lithuania 2.1 metric tons of gold deposited in French banks before the annexation. At today's prices, the gold would be worth about $19.5 million. Lithuania deposited 4.5 tons of gold in U.S., French, British and Swedish banks for safekeeping from the Soviets.

Estonia's parliament voted unanimously to reaffirm its independence. The parliament said it did not have to declare independence since it had been free since 1918 and occupied by the Soviet Union since 1940. The country established its own customs department to control its borders. This includes its western coast, which for 50 years was considered the Soviet Union's border.

Latvia's parliament nullified the transition period that followed its decision last year to seek independence. Soviet military officials agreed to set up joint Soviet-Latvian patrols along Latvia's western border until Red Army troops can be transferred to the republic's eastern frontier.

Dozens of nations and international organizations rushed to recognize the Baltic states, including the 12-member European Economic Community, Sweden and Czechoslovakia. The United States became the 37th nation to recognize the three nations, after a two-week wait.

The events affirmed the AFL-CIO's long fight for Baltic independence, which has included a consistent criticism of Soviet occupation. In 1990, after the Soviet invasion, the federation pledged its full support to the independence movements in Lithuania, Estonia, and Latvia.

AFL-CIO President Lane Kirkland in a 1990 letter to Bush said the White House should "move swiftly and surely to confer U.S. government recognition on the legitimate elected government of the Republic of Lithuania. We are certain, as we were in our steadfast support for Solidarnosc in Poland, of the ultimate success of peaceful struggle for national self-determination waged by the Lithuanians and other peoples forcibly absorbed into the USSR."

Uoka, the Lithuanian trade unionist, in 1989 became the first Soviet-bloc union leader to address an AFL-CIO convention. He later joined an AFL-CIO delegation headed by Teachers President Albert Shanker that visited the Soviet Union, demanding worker rights.

—James B. Parks

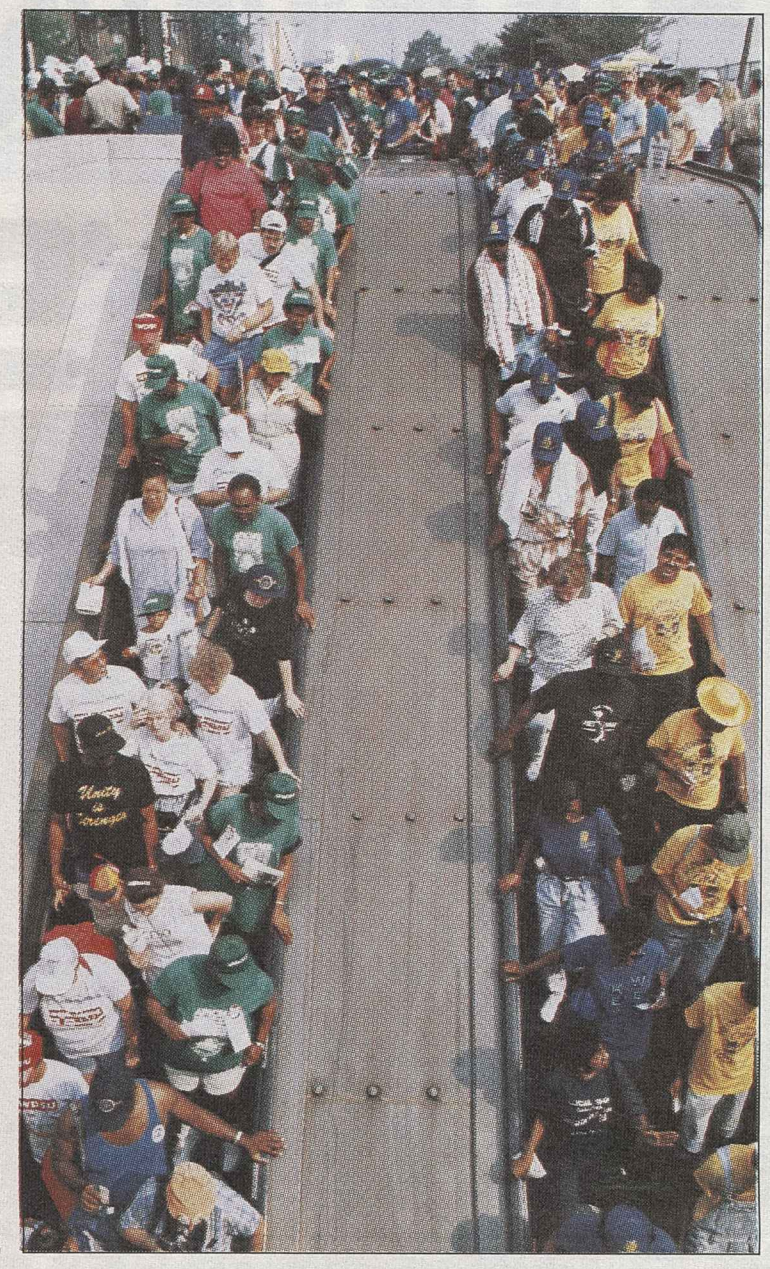
AFL-CIO NEWS

SOLIDARITY DAY '91

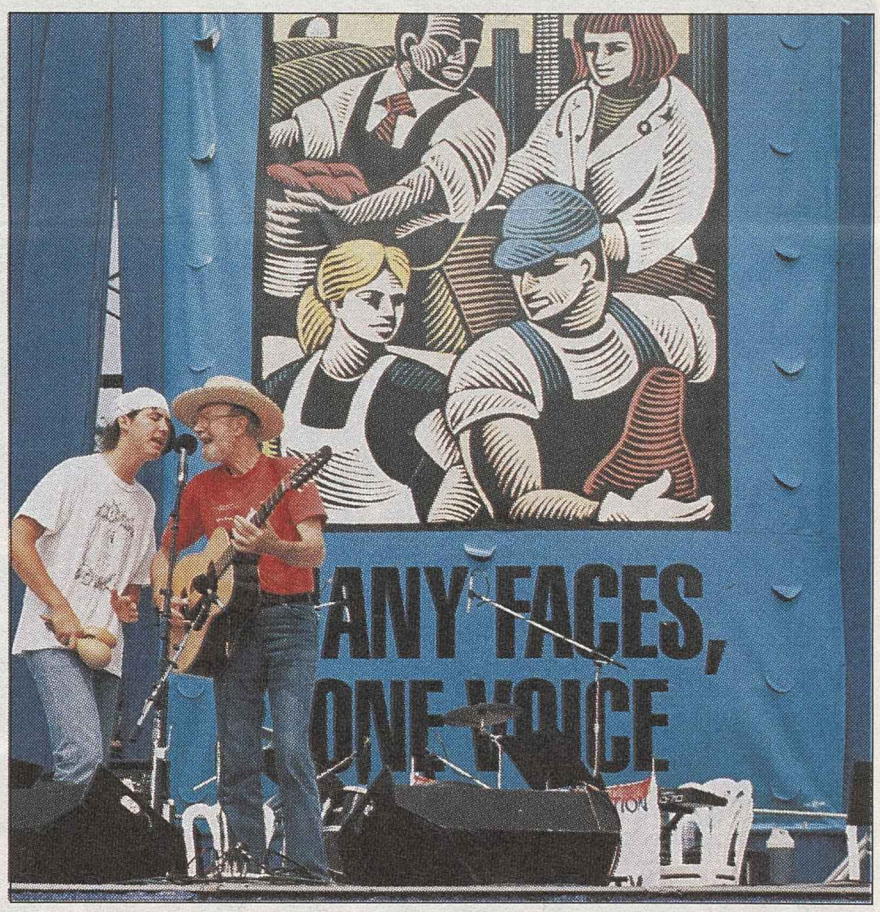
Jim Furlong/LIPA

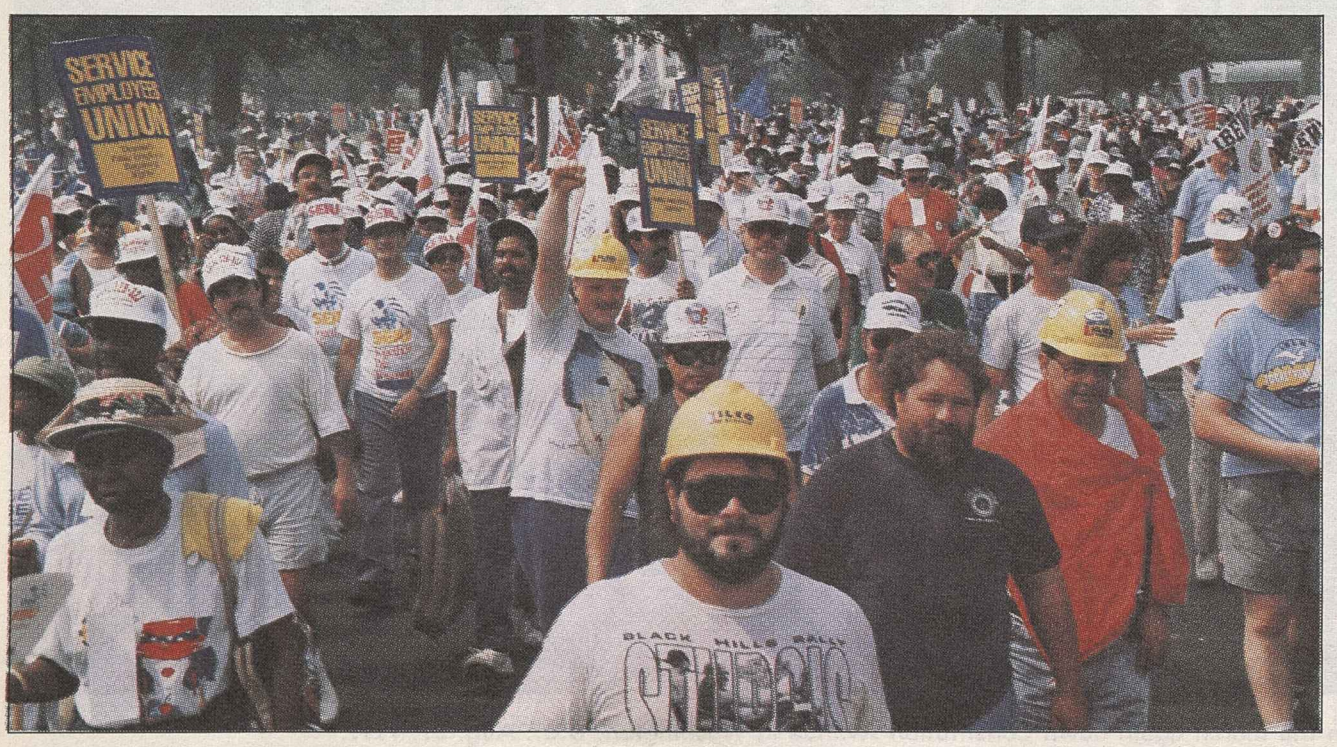
America's trade union movement was on the march again down Constitution Avenue in Washington, D.C., Aug. 31, 1991.

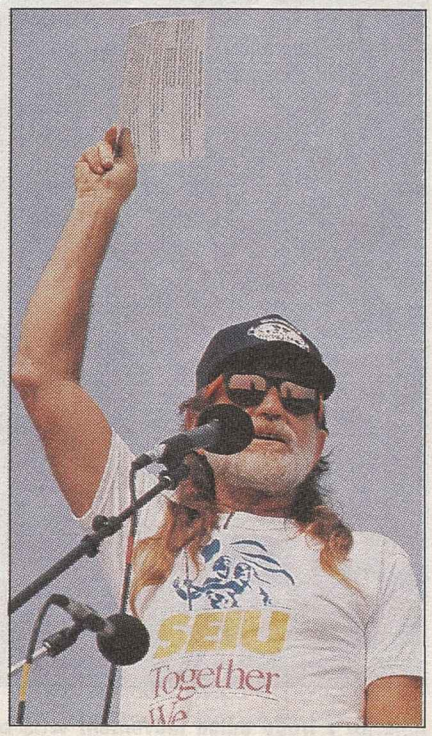
SOLIDARITY DAY '91



Photos by: Steve Yarmola, John Oravec, Stan Hitt, Don J. Holstrom, Ray Crowell, Bill Burke, Marianne Keffer-Zweig, Anne Martens, Joe Coffin, Tom Henn







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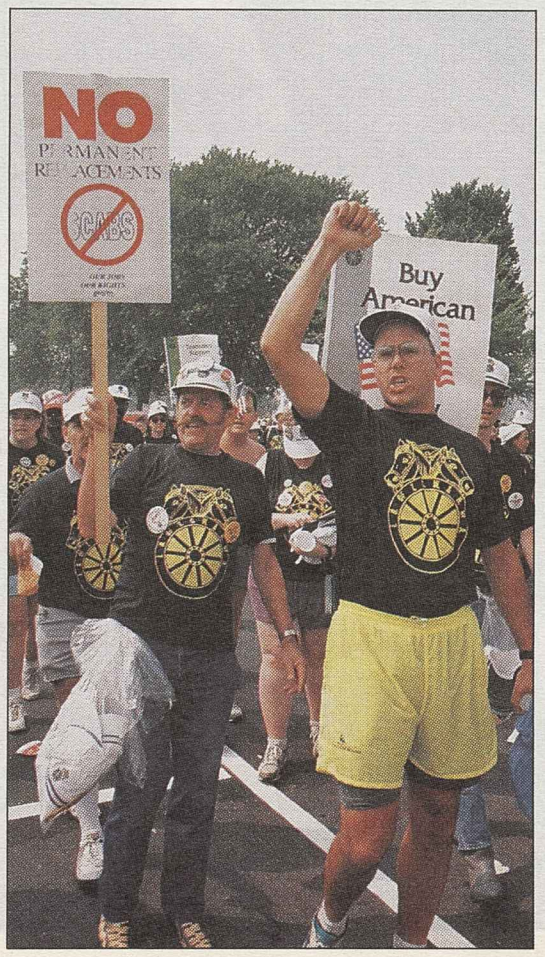
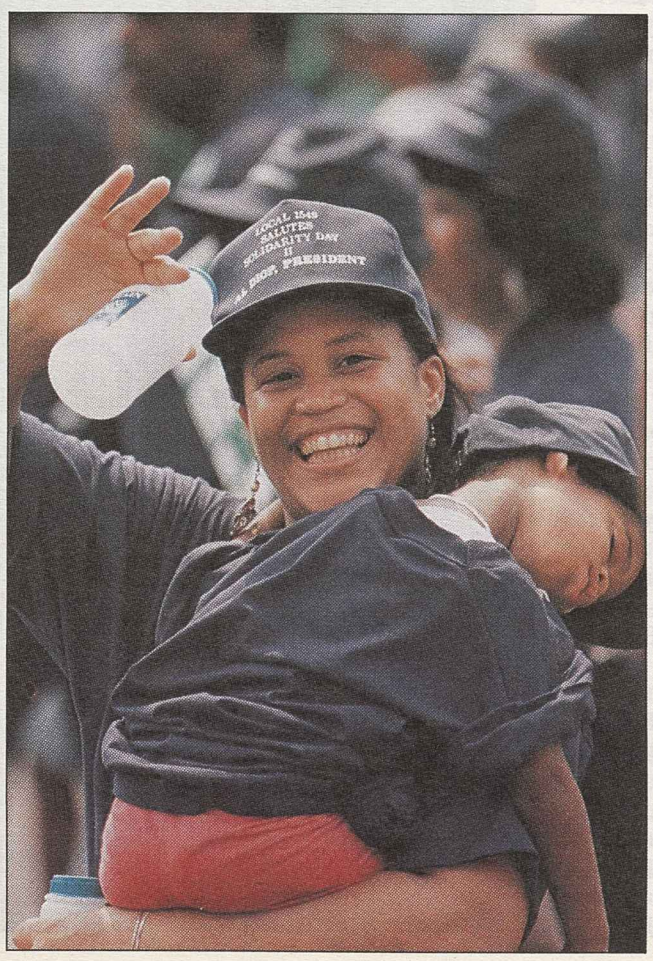
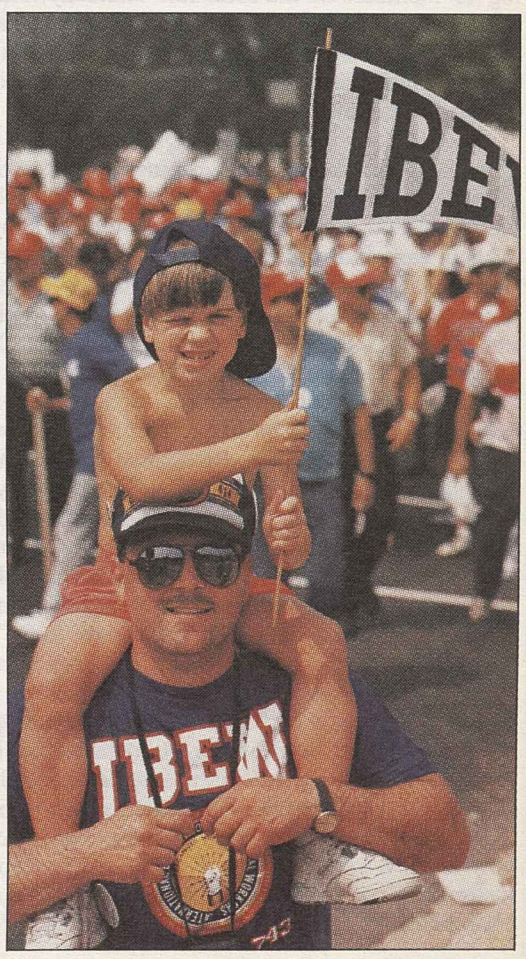






Many faces

Helen Spalding's clothes and hat were adorned with buttons from marches past and her hand held a plywood cane to assist her as she marched in Solidarity. Spalding, a member of AFSCME Council 8 in Clinton, Ohio, said she had to come to tell President Bush and members of Congress about the struggles of working people. "I have a son and daughter-in-law who declared bankruptcy while holding three jobs. They had to reach a $2,000 deductible on their health policy before they were covered 100 percent," she said.

Steve Hernandez and Lawton Teston, members of Machinists Local 1128, drove 15 hours from St. Mary's, Ga., to come to Washington to "show the political leaders that we are tired of the way the country is being run," Hernandez said. They said their sisters and brothers in South Georgia and Florida are steadily losing their jobs to non-union workers as paper mills shut down and reopen with unorganized workers. Even unionized workers are losing money as their health care costs outstrip their wage increases, Hernandez said. But the 30-hour round trip drive was worth it, Teston said. "We're talking about the rest of our lives. We can't take another 10 years of these Reagan-Bush policies. They're killing us. And I don't mind taking a weekend out of my year to change the rest of my life."

One of the prizes for longest bus rides to Solidarity Day goes to Food and Commercial Workers Local 304A of Sioux Falls, S.D. All the members of the local had been replaced four years ago by the John Morrell Co. after they joined a sympathy strike for a fellow local. Their contract expired in 1988. It took until this year for the union to get a new contract and for the replaced workers to return. "They knew what it was like to be replaced," said Jim Lyons, the local president, and they wanted to share that experience with their union family. The bus bearing 45 members of the local left Thursday, Aug. 29 at 9 p.m., and stopped for a five-hour rest Friday night. After the march they rode 31 hours straight to return home. "It was a once in a lifetime opportunity," Lyons said.

Some workers were so determined to get to Solidarity Day that they bargained up until the last possible minute on a new contract and literally jumped into their cars and drove all night to get to the rally, said Vickie Cook Bumbaugh, president of Service Employees Local 31-M, which represents Michigan state employees, and vice president of SEIU Council 35. Some locals had been negotiating with the state for two months, with a state-imposed deadline of Sept. 1, which could have meant the workers would not make Solidarity Day, Bumbaugh said. " A lot of them had never been to a rally and were really excited. Some had been here ten years ago and they were going to be here come hell or high water." Members of some other SEIU locals bargained until the day before the march and "just got in their cars and made their way in, driving all night long," Bumbaugh said.

Freddie Pilgrim marched in the first Solidarity Day in 1981 and it inspired her to come back this year. "We succeeded then and I think we'll succeed now," said the 22-year member of Service Employees Local 79 in Detroit. Labor is just as angry about conditions now as they were in 1981, Pilgrim said. "Look how many people are out here. Bush is cutting old people's pensions and we are here to tell him to 'hold it

One voice

baby' and I believe it's going to work.'' The Solidarity Day march in 1981 was Pilgrim's first march and she'll never forget it. ''They sent me a little picture of when we were marching with my name on there. I still have that picture in a frame on my wall and I'll always keep it.'' That picture and what it means to her will keep her coming back, she said. ''I'm gonna keep on coming back. Even if I'm in wheelchair, I'm gonna keep on coming back.''

Jim Martin marched in the August 28, 1963, March on Washington for Jobs and Freedom organized by AFL-CIO Vice President A. Philip Randolph and Bayard Rustin. He came back to Washington to ''show that I was in protest of so many things. . .charity begins at home and spreads abroad.'' Martin joined the UAW in 1941 and is a member of UAW Region 1 in Taylor, Mich. During the 1960s, he was deeply involved in civil rights issues. ''From 1964 to about 1974, things changed for the better'' in civil rights, he said. ''Right now they seem to be regressing. . . .I hope this march will show a lot of people that there are a lot of dissatisfied people.''

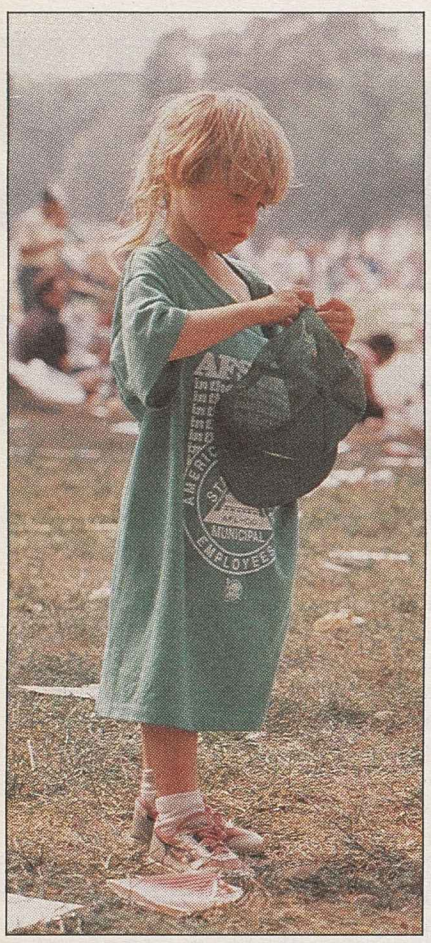
Louise Davis figures she owes the unions. A member of the Retail, Wholesale and Department Store Union Local 1974 in Fulton, N.Y., Davis said she was ''always backed by the union if anything went wrong in the mill where I worked.'' She joined the union more than 40 years ago. Unions are stronger today than they were when she went to work in 1945, she said. ''They've come up some and they give you more. When I went to work I got 48 cents an hour, but the union kept fighting and getting us more vacations and things.'' Davis said she was was finally making more than $5 an hour when she retired earlier this year.

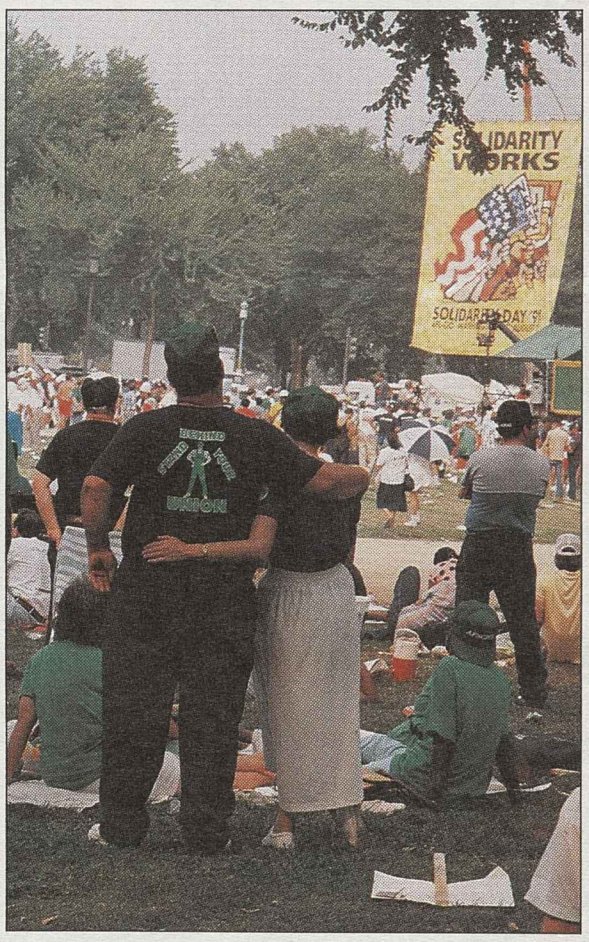
Longshoreman Local 1475 member Donny Bell said he and the two busloads of members from Savannah, Ga., were in Washington because more and more they see the need for unions. ''We went through the Reagan years and saw the trickle down effort they had and I'm tired of being trickled on,'' he said. ''We're seeing more and more unscrupulous employers taking advantage of unions. People are waking up and turning around to see the need for unions.'' The high-spirited ILA group, chanting ''ILA all the way,'' marched around the Mall.

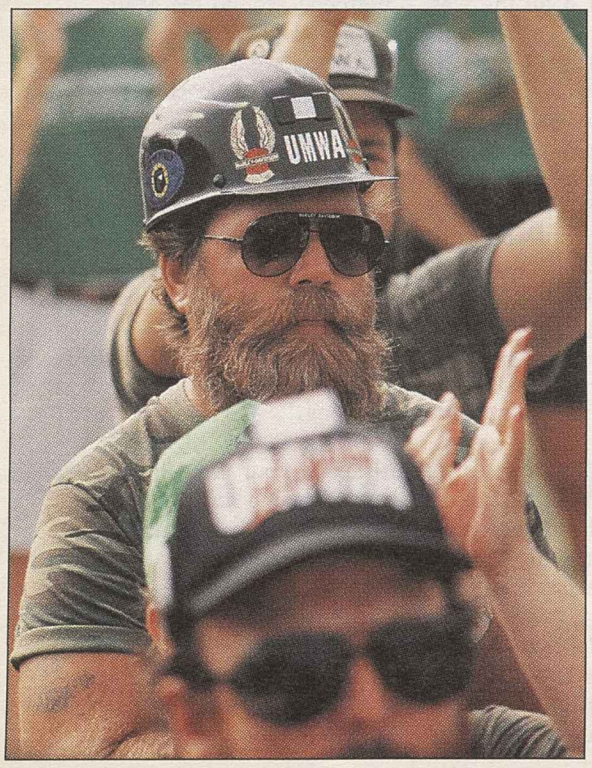
Why do the Mine Workers wear camouflage shirts at rallies? UMWA District 29 President Everette Acorn from West Virginia says it's because miners always have to fight. ''We wore these colors before, but mainly it's a symbol from the Pittston strike of 1988,'' said Acorn. ''Overcome Evil With Good'' was stitched into the camouflage suits at Pittston, indicating the deep beliefs that saw those strikers through to victory. Mine Workers understand the need for solidarity, he said. ''We can't get a fair share because the wrong people are in the White House. When you have people without health insurance, something is wrong.''

What better place to teach your child history than in the nation's capital during an historic event? ''If we don't teach them what we're about, nobody else will,'' said UAW Local 302 Vice President Ann Flener. And the kids appeared to have learned their lessons well. When asked why he was there, 11-year-old Mike Carathers said to ''learn about history.'' His buddy, 13-year-old Mike Leighty said ''it is important to be a union member because it can help you get a better job for your future.''

SOLIDARITY DAY '91







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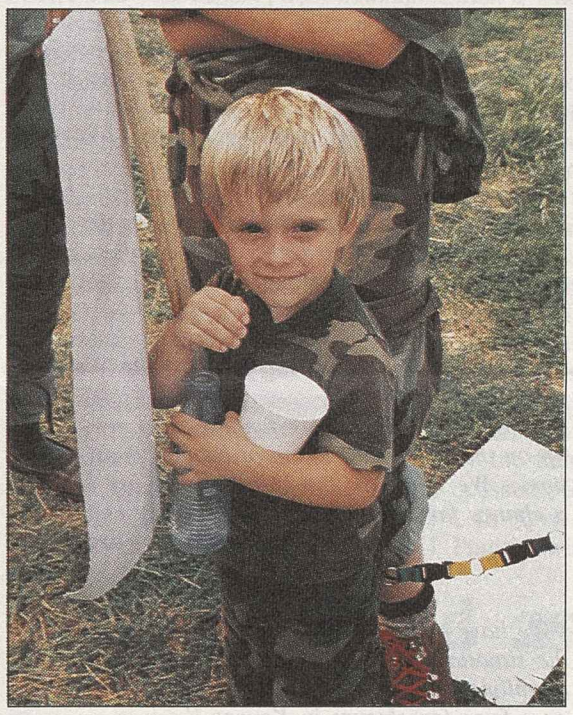

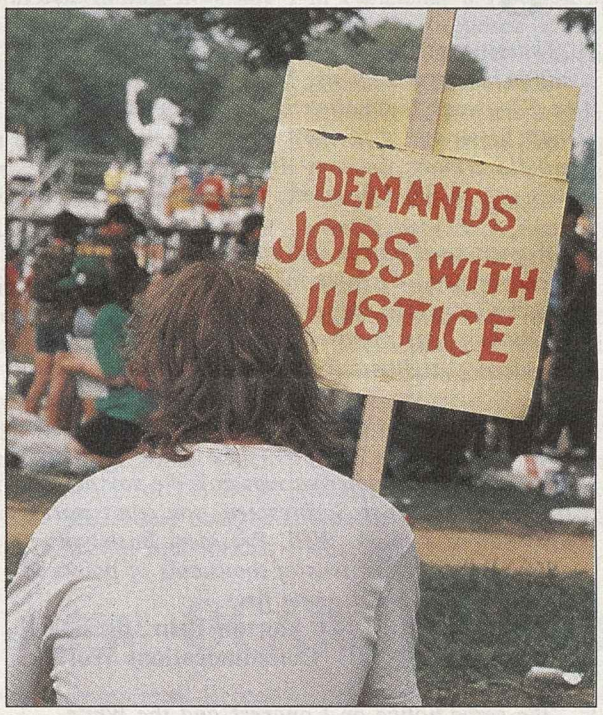

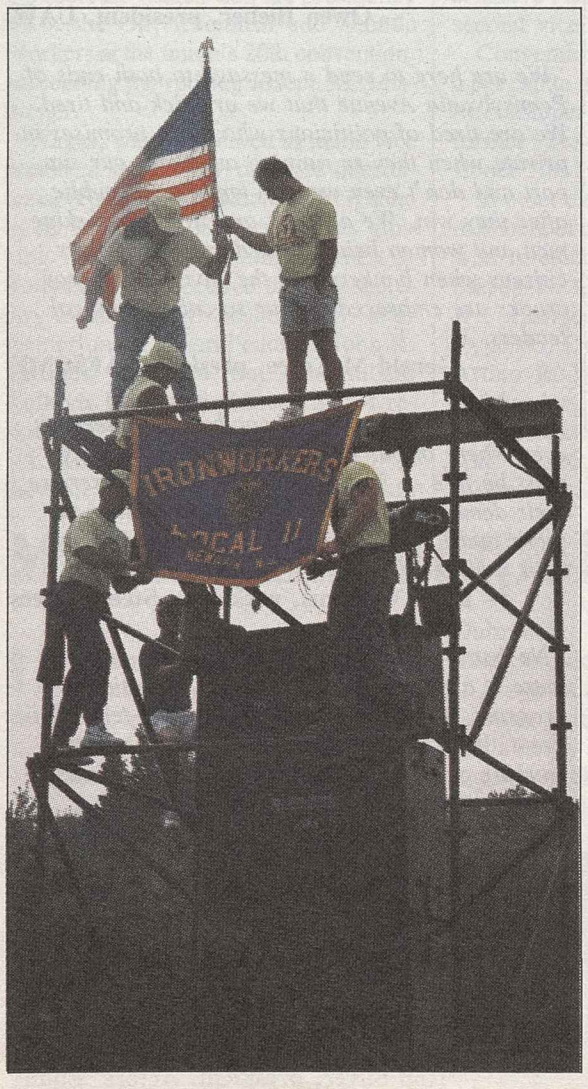

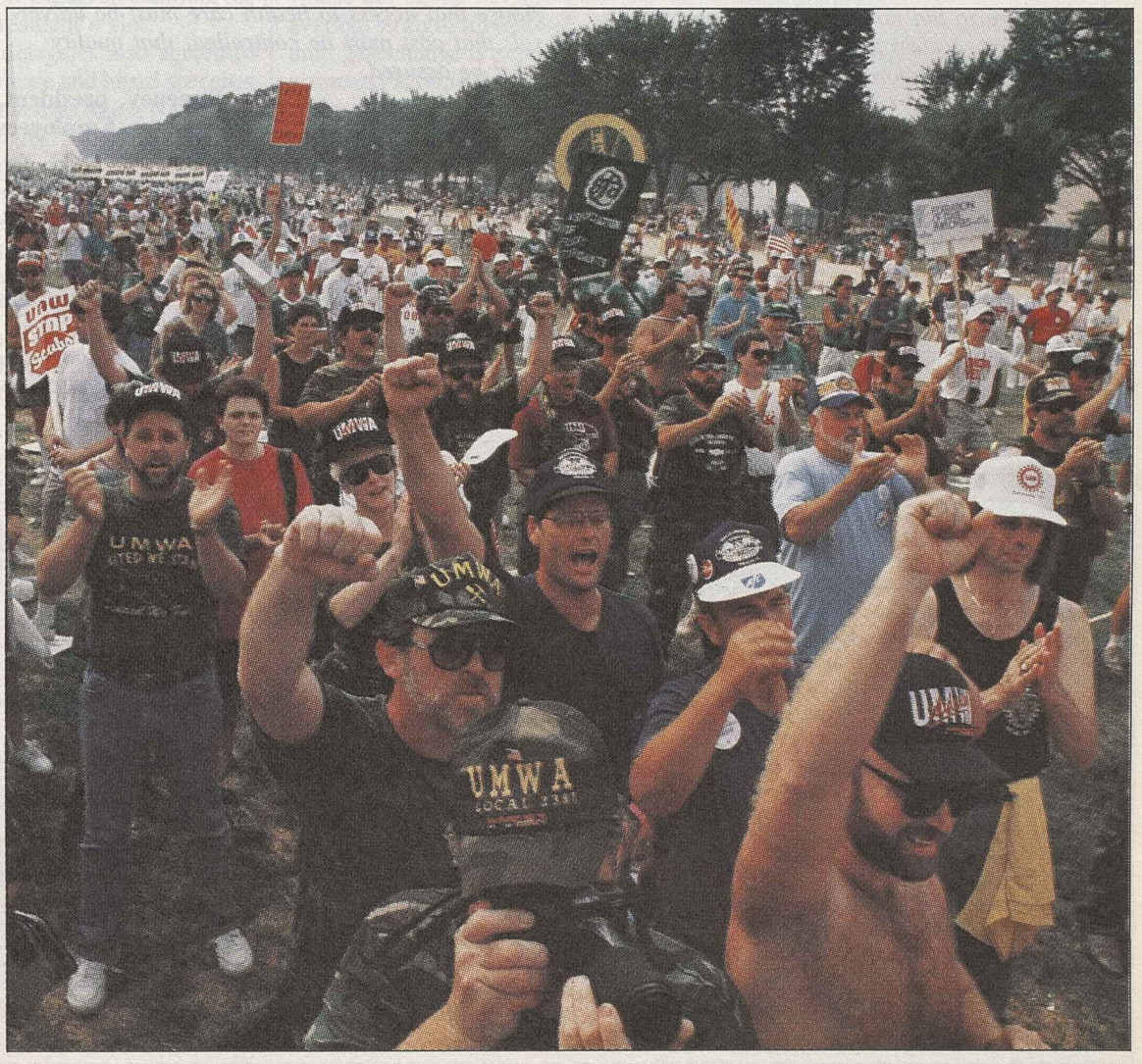

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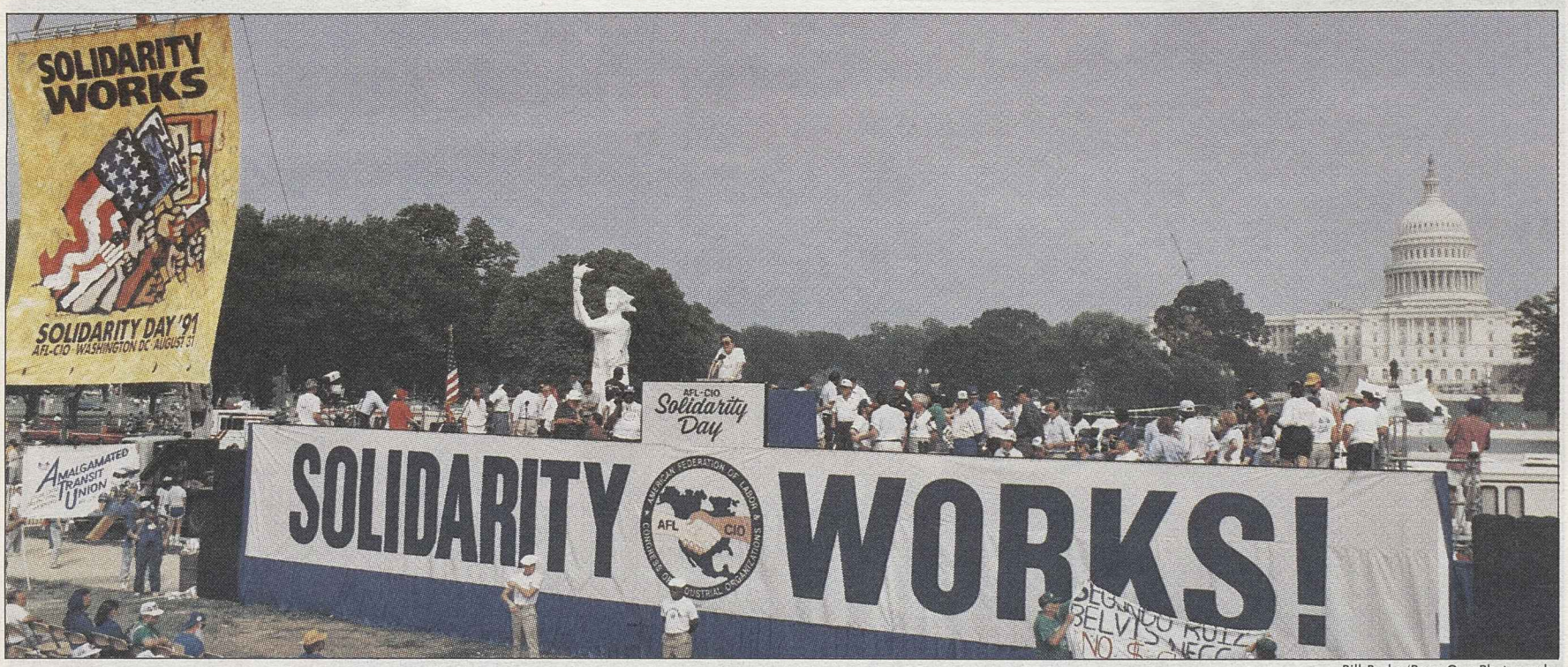


Bill Burke/Page One Photography

Solidarity message: We will make a difference

"You are the heart and conscience of America. We are here to insist that democratic government — the White House, the Congress and the courts — must assure fair play for all and not just for those with the most money, the most luck or the strongest bootstraps."

— Lane Kirkland, AFL-CIO president

"We are hundreds of thousands of working men and women. We are scientists and laborers, truck drivers and sales people and auto workers, teachers and janitors. We are as diverse as America is."

— Thomas R. Donahue, AFL-CIO secretary-treasurer

"We've been told George Bush can't be beat. I'll give you the formula: tell the Democratic Party not to nominate a candidate who quacks like a Republican. Nominate a Democrat who is against scabs, who is for health care and who is for saving American jobs."

— Bill Bywater, president, Electronic Workers

"We are here to bid farewell to the greed of the 1980s. In that reckless political climate of greed and self-interest, corporate thieves like Frank Lorenzo were able to legally steal one of nation's most respected airlines, Eastern, and send it crashing to earth with no survivors."

— George Kourpias, president, Machinists

"We are here to say in one strong voice: I'm proud to be an American worker and I'm damn proud to be union. It's wrong that in the year 1991, U.S. working people are still scared to death they'll lose their job if they try to join a union."

— Richard Trumka, president, Mine Workers

"Union workers stand ready to rebuild this great nation. Do you hear us, Mr. Bush and members of Congress? If America is going to compete, it must be strong at its core. We stand ready to rebuild a place we love, America."

— Sig Lucassen, president, Carpenters

"Women need unions and the labor movement needs women. We have to fight for pay equity. We challenge the nomination of Clarence Thomas, a man opposed to the right to privacy, to workers' rights and women's rights."

— Joyce Miller, vice president, Clothing and Textile Workers

"Is this the best America can do? We say no. According to Bruce Springsteen, you can't start a fire without a spark. Well, President Bush, on this lawn today are tens of thousands of points of light, ready to spark some fires."

— Morton Bahr, president, Communications Workers

"We serve notice on Congress and the White House that access to health care must be universal; that cost must be controlled; that quality must be assured."

— John Sweeney, president, Service Employees

"There is no freedom when children go to bed hungry, can't get an education or have no bed to lay down on. We have to give freedom to all."

— Vincent Sombrotto, president, Letter Carriers

"It was the Reagan-Bush administration that in 1981 destroyed PATCO, but air traffic controllers are back today with a union. We express solidarity with the Canadian Postal Workers who are out on strike; they have the right to strike, we don't."

— Moe Biller, president, Postal Workers

"We're here to protest the burning of the American flag. We say to George Bush: the American flag is burned every day at plant gates; a flag gets burned every time workers' rights are taken from them on the job."

— Jack Sheinkman, president, Clothing and Textile Workers

"We speak for the young families who are giving up on the American dream of owning their own home. We speak for the children who are losing a chance for a better life that all of us enjoyed."

— Jay Mazur, president, Ladies' Garment Workers

"We have a president who is acutely aware of the situation for people in Kuwait and Kiev, but is oblivious to an unemployed family in Kentucky or a farm foreclosure in Kansas."

— Owen Bieber, president, UAW

"We are here to send a message to both ends of Pennsylvania Avenue that we are sick and tired. We are tired of politicians who make promises in private when they're running and want our support and don't even want to know us in public after they win. We are sick and tired of working men and women being treated as second-class citizens when bankers and the savings and loan crooks are embraced by our so-called political leaders."

— Gerald McEntee, president, AFSCME

"We stand with people of goodwill and decency everywhere in our determination that workers must be free — free to organize, free to exercise their democratic rights, free to withdraw their labor and to strike without the threat of permanent replacements."

— Lynn Williams, president, Steelworkers

"No battle is remembered after a time unless there is a play, a film, a song, a television program, a sculpture or a picture that tells of the event. We are the actors, but know what ails working people because we share in what ails them."

— Theodore Bikel, president, Actors and Artistes

"Have you had enough of the 1980s? Ten years ago, people got fired. Now we don't get fired, we get 'permanently replaced.' Twenty-five-year-old stockbrokers earn a million bucks and 55-year-old workers get thrown out of jobs. Have you had enough?"

— Ron Silver, president, Actors' Equity

Other Solidarity Day speakers

Rev. Tom Harvey, Catholic Charities USA
Juan Andrade Jr., Midwest/Northeast Voter Registration
Jim Hightower, former Texas Agriculture Commissioner
Sergey Kovalev, Russian Parliament
Susan Lederman, League of Women Voters
Eleanor Holmes Norton, D.C. Delegate
Li Lu, Foundation for Human Rights and Democracy in China
Arthur S. Flemming, Coalition to Protect Social Security
William Lucy, Coalition of Black Trade Unionists
Norman Hill, A. Philip Randolph Institute
Ernesto Diaz Rodriguez, Cuban political prisoner
Marian Krzaklewski, NSZZ Solidarnosc
John O'Connor, National Toxics Campaign
Raymond Flynn, U.S. Conference of Mayors
Leland H. Swenson, National Farmers Union
Rev. Ben Hooks, NAACP
John Vanderveken, International Confederation of Free Trade Unions
Paul Marchand, Consortium for Citizens with Disabilities
Shirley G.E. Carr, Canadian Labour Congress
Rev. Jesse Jackson, National Rainbow Coalition
Cunningham Ngcukana, National Council of Trade Unions South Africa
Patricia Ireland, National Organization for Women
Papi Kganare, South African Commercial, Catering & Allied Workers COSATU
Dewey Taylor, locked-out Steelworker, Ravenswood, W. Va.
Arnie Aronson, Leadership Conference on Civil Rights
Lu Jing-hua, Beijing Workers Autonomous Federation
Frank Hackett, Teamsters
Linda F. Golodner, National Consumers League
Katie Quan, Alliance of Asian Pacific Labor
Dr. Nguyen Quan Quoc, International Committee to Support the Non-Violent Movement for Human Rights in Vietnam

UNION NEWS

Union blasts explosion settlement

By Colleen M. O'Neill

Phillips 66 Co. is to pay a record $4 million to settle a federal case stemming from a 1989 explosion at a Texas chemical plant, but the settlement falls far short of the penalty needed to safeguard petrochemical workers, the Oil, Chemical and Atomic Workers said.

The Oct. 23, 1989, fatal blast killed 23 workers, including 14 OCAW members, and injured nearly 300 other workers.

The settlement, which the Labor Department said is the largest in OSHA's 20-year history, does nothing to address the continuing dangers for petrochemical workers, OCAW President Robert Wages said.

"This agreement is proof positive that OSHA has no serious intent to stem the tide of fires and explosions in the petrochemical industry," he said, pointing out the lack of worker input into the agreement.

"What we need are Worker Right to Act statutes in all the states," Wages said. "Without a meaningful federal law, we have to go to the various states. We also need criminal prosecution for CEOs and plant managers; that might have some clout."

Earlier this year, C.T. Roberts of OCAW Local 4-227, which represents workers at the Phillips plant in Pasadena, told an OSHA panel, "We want a voice in determining how safe our jobs are. Our lives hang in the balance."

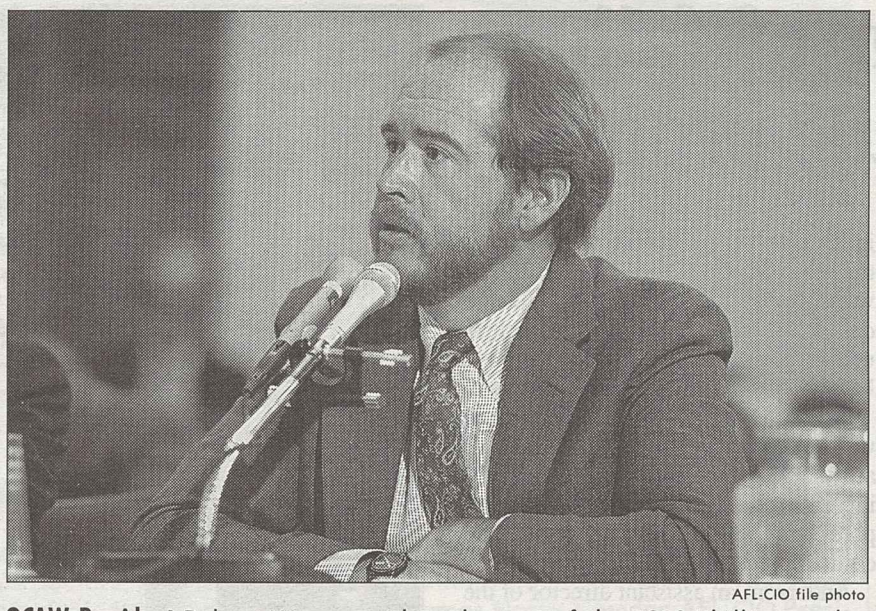
The petroleum company also agreed to implement a series of safety management procedures, including training for contract and non-contract employees, at facilities in Sweeny and Borger, Texas, and Woods Cross, Utah, as well as at Pasadena.

OCAW said the safety management procedures required in the settlement are less stringent than the requirements of OSHA's proposed chemical plant safety standard, due to be promulgated next month. That standard was delayed by the Reagan administration, which quashed OSHA's initial efforts in 1985.

In April 1990, OSHA had charged Phillips with 575 willful and serious safety violations at its chemical complex in Pasadena, a Houston suburb, and originally proposed a $5.66 million fine. The "willful" violation charges included failure to prevent the uncontrolled release of flammable vapors and provide adequate fire protection. Employees also were not familiar with the plant alarm system or respiratory protection, OSHA said.

As part of the settlement, OSHA agreed to delete the "willful" characterization of its citation.

The settlement does not affect the $729,600 fine proposed by OSHA against Phillips' contractor, Houston-based Fish Engineering and Construction, Inc. Alleged violations include failure to instruct employees in job hazards and not using accident prevention tags.



AFL-CIO file photo

OCAW President Robert Wages said settlement of the 1989 Phillips explosion doesn't go far enough to protect workers.

Labor rallies to aid victims of N.C. fire

The AFL-CIO is coordinating labor relief efforts for victims of the fire at the Imperial Food Products chicken processing plant in Hamlet, N.C.

The federation also is calling for a congressional investigation to find out how widespread are safety violations such as those that resulted in 25 deaths and 55 injuries in the Imperial fire.

Two AFL-CIO representatives, Chuck Johnson and Judy Fitzgibbon, liaisons with the Red Cross and United Way, respectively, arrived in Hamlet immediately after the Sept. 2 blaze. AFL-CIO President Lane Kirkland urged labor groups to coordinate their relief efforts through James Andrews of the North Carolina State AFL-CIO.

"The House Education and Labor Committee, as well as the Senate Labor and Human Resources Committee, should take a look at this tragedy," Kirkland said, "to discover why no inspection had been made at Imperial and what may be happening in other states like North Carolina, which have been suffering from the effects of cutbacks in safety and health budgets at the state and federal levels."

In a letter to House and Senate committee chairs on Sept. 5, Kirkland called for Congress to determine how many inspectors are employed by federal and state OSHA programs; how often inspections are conducted in high hazard workplaces by federal OSHA and the states; and the number of inspectors needed to conduct inspections of high hazard workplaces on an annual basis. He also urged lawmakers to move quickly on the legislation to avert another tragedy.

Rep. William Ford (D-Mich.), chairman of the House Education and Labor Committee, announced that he would hold hearings Thursday, Sept. 12, on the OSHA reform bill, H.R. 3160, which would include testimony on the Hamlet fire.

The fire erupted when a hydraulic line ruptured near a 26-foot-long deep-fat fryer and the spilled fluid caught fire, said state investigators.

Local authorities would not confirm witnesses' reports that all but one of nine exits were locked or blocked, but workers told reporters the managers locked the doors "so people couldn't steal their chickens."

Wages selected as new OCAW president

Denver

Robert E. Wages won the presidency of the Oil, Chemical and Atomic Workers at the union's 20th convention, succeeding the retiring Joseph M. Misbrener.

Wages, who had served as union vice president since 1983, defeated international representative Michael Ricigliano by 68,918 to 18,108 votes. Wages' running mate, OCAW auditor Ernest J. Rousselle, was declared the new secretary-treasurer by acclamation after former union general counsel John R. Tadlock dropped out. Incumbent Anthony Mazzochi did not run for re-election as secretary-treasurer.

L. Calvin Moore was re-elected to the vice president's post he has held since 1979, with International Representative Paul T. Lindgren claiming the second vice president's slot.

Convention delegates also agreed to a per capita increase and heard speeches by consumer advocate Ralph Nader and former Texas Agriculture Commissioner Jim Hightower.

In other elections, eight rank-and-file members of the OCAW executive board won re-election: Richard D. Latham, Steven H. Gentry, James K. Phillips Jr., Harold A. Salles, Ronald L. Rygelski, Don N. Buck, Bob Sell and Arthur R. Wilson.

After lengthy debate, the more than 500 delegates to the convention, held Aug. 12-16, approved a 25-cent per capita increase. However, the increase does not apply to bargaining units whose per capita payments exceed the average straight time hourly rate of the unit. The change is expected to raise an estimated $200,000 in annual revenues.

Other constitutional changes approved at the convention will allow the international executive board to conduct mergers with small national or international unions and reduce administrative offices nationwide from eight to four.

Resolutions adopted include those supporting the establishment of a labor party with a social, political and economic agenda for working America, national health care reform, pay equity and the Civil Rights Act of 1991, and those opposing a 12-hour work day and U.S.-Mexico free trade.

McLaughlin outpolls McFather in bid for BLE presidency

Cleveland

The Locomotive Engineers elected new leaders and rejected a proposed per capita increase during the union's convention Aug. 19-23.

Ronald P. McLaughlin was elected president in a 349-266 run-off vote over incumbent Larry D. McFather. McLaughlin had been the BLE's first vice president and alternate president since 1987.

Clarence V. Monin, recently an international vice president, was elected first vice president to fill the vacancy left by McLaughlin.

Another BLE vice president, Edward Dubroski, was elected secretary-treasurer, defeating incumbent James L. Voyk in a 369-246 vote.

Others with new leadership roles include Leroy D. Jones, formerly a BLE legislative aide, who was elected in a runoff ballot as the new U.S. national legislative representative. Jones defeated incumbent Donald L. Lindsey.

C. George Hainsworth, Canadian director, vice president and national legislative representative, won re-election, as did Canadian Vice President Jack D. Pickle.

Other vice presidents elected to new five-year terms were Edward E. Watson, Ronald E. Dean, Paul T. Sorrow, Joseph A. Cassidy, Edgar L. Hayden, George R. DeBolt, William C. Keppen Jr. and Jim D. Shell.

The BLE's 1989 affiliation with the AFL-CIO was hailed by federation President Lane Kirkland.

"Your decision to affiliate with the AFL-CIO, and thereby join the mainstream of the trade union movement, was a critical step toward the unification of labor and the enhancement of our internal solidarity," Kirkland told the 357 delegates during his keynote address.

Delegates rejected a proposed $3 per month dues increase, leaving monthly dues at $17. Delegates did approve the transfer of the $1 per month strike fund assessment to the convention fund. That action left the strike fund balance frozen, while the convention fund will grow at $2 per month per member.

Finally, delegates froze salaries for international officers until 1993, voted down the moving of international headquarters from Cleveland and rejected additional authority for the international president to initiate a membership referendum. The convention also approved the creation of a department of education and training.

ECONOMY

Unions warn of fallout from free trade proposal

By John R. Oravec

A bad trade agreement with Mexico would further undercut the U.S. industrial base, wipe out more American jobs and worsen social conditions on both sides of the border, the AFL-CIO warned.

Testifying at hearings on the North American Free Trade Agreement (NAFTA), union witnesses told the Bush administration's Trade Policy Staff Committee that economic distress would result unless an agreement is carefully structured.

In Washington, AFL-CIO economist Mark A. Anderson voiced labor's persisting concerns that a faulty accord would prompt a greater outflow of U.S. capital, increase imports from Mexico and drain American employment.

At the same time, Anderson said, an ill-conceived agreement would do little to spur Mexico's economic development or improve the standard of living for the majority of its people.

"A bad trade agreement for the United States would result in less job creation, less productivity increases and regression in environmental and other social standards," he cautioned.

Similar concerns were raised by union witnesses at hearings in San Diego, Houston and Atlanta. And while U.S., Canadian and Mexican government officials opened NAFTA talks in Seattle, concerned groups underlined the point that labor and environmental safeguards must be part of the actual trade agreement, not separate items.

"The United States will stand to lose in the competition for world markets if the economic relationship emerging with Mexico contributes to the further deindustrialization of the American economy and the erosion of the skill base of this country," Anderson said.

"For Mexico," he said, "it could well reduce that country's comparative advantage to simply cheap labor, turning its economy into one large export platform, sacrificing balanced and equitable economic development."

Anderson, an assistant director of the federation's Department of Economic Research, said the maquiladora program that emerged during the 1980s, which failed to bring economic development on both sides of the border, is a vivid illustration of what can go wrong.

"The exodus of manufacturing facilities from the United States to Mexico has left hundreds of thousands of American workers jobless and their communities in disarray," he observed. "Meanwhile, some 500,000 Mexicans work for substandard wages and under substandard working conditions, producing products destined almost entirely for the U.S. market."

Further, he said, the dumping of toxic wastes by the maquiladoras poses serious health hazards to people living on both sides of the border.

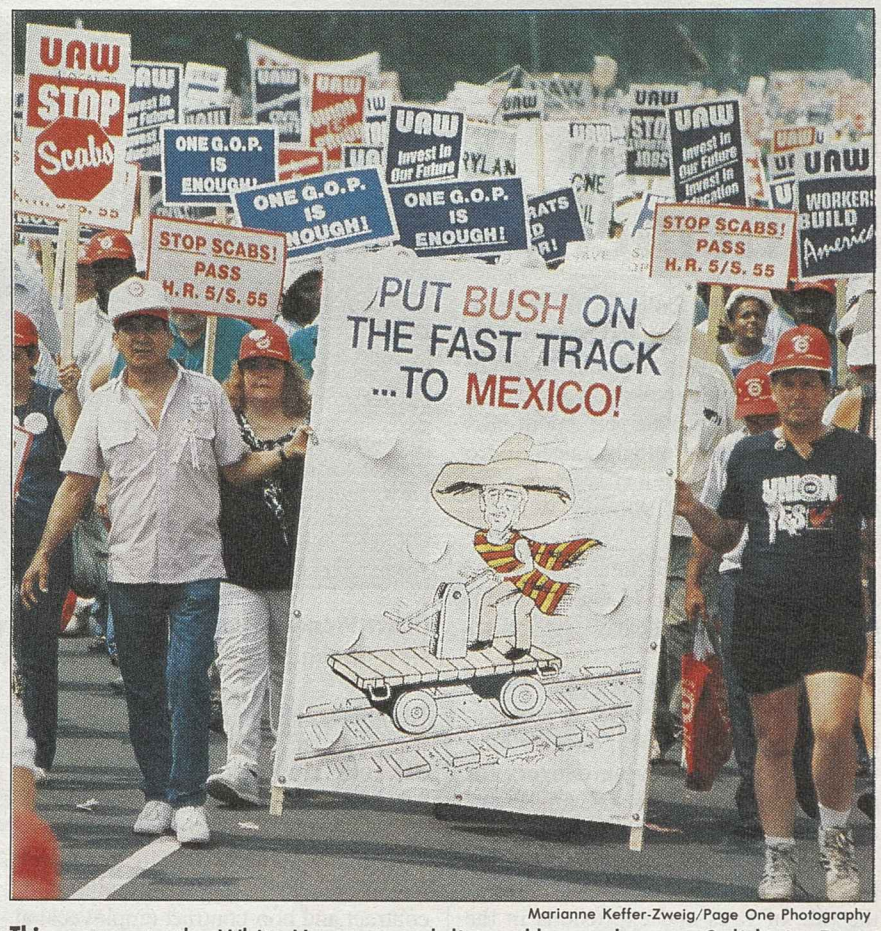
Anderson said any new trade accord with Mexico must provide for labor rights and workplace standards, environmental safeguards, rules to assure the origin of products are North American, government procurement checks, coverage of agricultural products, as well as specified conditions on services, investment, tariff rules and nontariff barriers.

It's also essential that the Bush administration establish an effective and well-finance trade adjustment assistance program with income maintenance and retraining for workers displaced directly and indirectly by the trade arrangement, Anderson said.

"Workers have been promised such a program many times in the past, only to find that the reality of assistance has fallen short of the rhetoric," he said.

The agreement should provide for additional debt relief for Mexico so it can begin investing at home to improve the standard of living, Anderson added.

Also testifying at the trade hearings were representatives of the UAW, Clothing and Textile Workers, Electrical Workers, Food and Commercial Workers, Ladies' Garment Workers, Communications Workers and Paperworkers.



Marianne Keffer-Zweig/Page One Photography

This message to the White House was delivered by workers on Solidarity Day.

More jobless workers exhaust benefits; recession drags on

By John R. Oravec

Unemployment benefits ran out for 318,000 jobless workers in July, more than in any month since the Labor Department began tracking the data 40 years ago.

At the current pace, a study by the Center on Budget and Policy Priorities said, the number of Americans whose benefits are to terminate this year will exceed any year since the UI program was established during the Great Depression of the 1930s.

But they — and hundreds of thousands of other jobless workers who exhausted their 26 weeks of regular unemployment insurance compensation earlier in the Bush recession — would be drawing extended benefits right now if the president had not blocked their access to the additional compensation.

Although Bush signed legislation Congress passed in early August providing for up to 20 more weeks of benefits, he refused to declare an emergency needed to release $5.2 billion from a nearly $8-billion surplus in the federal UI trust fund.

Bush expressed compassion for the plight of jobless who face poverty, but insisted that the UI extension would bust the federal budget.

Isaac Shapiro, who wrote the study, warned that the problem of jobless benefit terminations will remain acute for months to come even if the economy picks up.

"This problem will be even worse if a double-dip recession occurs or if the recovery is so weak that it takes longer for the labor market to improve than in past recessions," Shapiro said.

Overall, 334,000 workers exhausted their jobless state benefits of 26 weeks in July. But only 16,000 lived in jurisdictions where they could qualify for an additional 13 weeks of coverage.

Shapiro cited past research showing jobless workers usually remain out of work more than 10 weeks after their benefits run out and that the extent of poverty for them and their families rises sharply.

Historical trends suggest the number of jobless workers exhausting benefits is likely to remain at or above 300,000 for months even if economy recovery occurs, the study said.

Yet, in both the 1981-82 Reagan recession and the downturns of the 1970s, workers in at least half of the states were eligible for extended benefits, Shapiro noted. In 1982, a temporary federal program provided additional benefits to the jobless in every state.

Citing Bureau of Labor Statistics data, Shapiro said that about 1.8 million jobless workers exhausted benefits in the first seven months of 1991 without being eligible for extended coverage.

This is a 35-percent jump over the comparable 1990 period when workers exhausted benefits, he said.

The study noted that four of the six states that qualified for extended benefits at the beginning of July have since become ineligible for the federal-state program despite high unemployment rates. They are West Virginia, Vermont, Oregon and Maine. Only Alaska, Rhode Island and Puerto Rico remain eligible.

Extending benefits helps not only the jobless workers and their families, the study pointed out, but also bolsters the economy by keeping the families out of poverty and sustains their buying power.

Assailing Bush's refusal to extend benefits under the emergency clause, House Majority Leader Richard Gephardt (D-Mo.) said Congress will adopt new legislation when it returns from its summer recess Sept. 10. The new version will not give Bush a loophole in the budget law to skirt around implementing the extension of benefits, Gephardt declared.

In other economic developments:

- The nation's economy continued to slide in the during the second quarter of 1991 at an annual rate of 0.1 percent, the Commerce Department reported, marking the third straight quarter of the Bush recession. Earlier, the government had estimated that gross national product had grown by 0.4 percent.

Despite the downward revision, Bush said, "I feel all right about things."

But many analysts expressed concern that the economy will remain flat in the third quarter.

A troubling sign in the GNP report was that consumer spending rose only at an annual rate of 2.8 percent, not the 3.6-percent rise that the government estimated earlier. Consumer spending accounts for about two-thirds of the GNP and a slowdown could mean a weak recovery, particularly since the purchasing power of the average worker plunged 1.4 percent in July and was down 2.3 percent over the year.

- The government's index of leading economic indicators rose 1.2 percent in July, the sixth consecutive monthly increase. While the indicators are a signal of future economic activity, the index was on the upside in the months prior to the onset of the recession in July 1990.
- Gas pump prices rose for the fifth straight week in early September, the American Automobile Association reported. The average price for self-serve unleaded regular averaged $1.165 a gallon on Sept. 3, up 3.3 cents over the five-week span.
- A record 880,00 personal and business bankruptcies were filed during the 12 months ended in June, the American Bankruptcy Institute reported. During that period, 70,000 companies and 810,000 individuals went bankrupt. In 1990, the institute said a total of 725,484 personal and business bankruptcies were filed. On a per capita basis, bankruptcy filings during the Reagan and Bush era of the 1980s were double the level of the 1970s and nearly 10 times higher than in the 1940s.

Newsmakers

Paul F. Cole, secretary-treasurer of the New York AFL-CIO, was appointed to the National Park System Advisory Board by Secretary of the Interior **Manuel Lujan Jr.** The board, which also advises on the administration of the Historic Sites Act of 1935 and makes recommendations regarding historic trails, will soon begin a special study of American labor history.

James J. Kennedy, who most recently served as executive secretary-treasurer of the Railway Labor Executives Association and executive director of the AFL-CIO Transportation Trades Department, has joined Amalgamated Trust and Savings Bank in Chicago as senior vice president. Kennedy is also a former executive assistant to the secretary-treasurer of the AFL-CIO and counsel for what was then the Brotherhood of Railway and Airline Clerks.

Trouble is brewing at "The Simpsons." The owner of the animation company that draws the television show has said he would never accept a union, even if the employees of Klasky Csupo voted for one. **Gabor Csupo** said he would lay off employees and take the work overseas, despite legal provisions prohibiting the firing of employees who want to unionize. Meanwhile, the firm is facing a federal lawsuit charging violations of wage and hour standards. Cartoonists Union business agent **Steve Hulett** pointed out the irony of a show that seeks to portray working class values "illegally depriving its own workers of wages and . . . the right to organize."

Arlee Green has been named communications director of the AFL-CIO's Committee on Political Education. Green succeeds Ben Albert, who retired July 31. Green was an assistant editor of the AFL-CIO News for eight years after beginning his labor publications career with the Graphic Communications Union in 1976.

New Jersey AFL-CIO photo

Labor Day founder Peter J. McGuire, also a founding member of the Carpenters, is remembered in a wreath-laying in Pennsauken, N.J. From left: State Rep. Rob Andrews, Gov. James Florio, Camden AFL-CIO President George Norcross, McGuire's granddaughter Iris Rossel, and Carpenters President Sigurd Lucassen.

New public relations directors have been named by two AFL-CIO affiliates: **Ellen Shearer** at the Teachers and **David Melancon** at the Flight Attendants.

AWARDS

A 50-year member of the Hotel Employees and Restaurant Employees and current leader of Local 878, **Lorena Showers,** is to be honored at the Alaska AFL-CIO "Spirit of Life" dinner to be held Sept. 28. The proceeds will be used to establish the Lorena Showers Research Fellowship at the City of Hope National Medical Center and Beckman Research Institute.

The Buffalo AFL-CIO Council and the United Way of Buffalo and Erie County recently honored **Frank H. Ervolina,** president of the Laundry and Dry Cleaning Union, for outstanding service to organized labor and the community.

DEATHS

Colleen Dewhurst, who served as president of Actors' Equity from June 1985 to May 1991, died of cancer Aug. 22 at her home in Lewisboro, N.Y. She was 67.

During her career, she won Tony awards for performances in "A Moon for the Misbegotten" and "All the Way Home;" Emmys for appearances in "Murphy Brown," "Those She Left Behind" and "Between Two Women;" and Obies for "The Taming of the Shrew" and "Desire Under the Elms."

Arthur M. Goldberg, former general counsel for the Clothing and Textile Workers, died in New York Aug. 27. He was 67.

He joined the union's staff in 1945 as an economist in the research department. He subsequently served as counsel for the Southern organizing department and as associate general counsel. Goldberg also worked for the National Labor Relations Board and served as an NLRB trial examiner and as associate chief judge in the office of administrative law judges. He also guided the Clothing Workers during the union's cases against J.P. Stevens and Farah.

Labor Studies workshops set

The George Meany Center for Labor Studies will offer six workshops during September and October. The schedule:

ADVANCED ARBITRATION (Sept. 8-13) — An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

DESKTOP PUBLISHING (Sept. 10-13) — This institute teaches the basics of PageMaker desktop publishing software and is designed for labor editors and educators with some computer experience.

NEGOTIATING CONTRACTS WITH STATE AND LOCAL AGENCIES (Sept. 15-20) — An institute for preparing initial proposals, developing committee work, record keeping procedures, opening statements, appropriate contract language and ratification.

ORGANIZING THE CONSTRUCTION INDUSTRY (Oct. 6-11) — A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

LABOR LAW FOR ORGANIZERS (Oct. 20-25) — A review of laws governing private sector organizing, election procedure and corporate campaigns.

TV: THE COOL MEDIUM (Oct. 22-25) — A workshop to coach union leaders on how to face television cameras and work with reporters.

AFL-CIO affiliates and departments using the campus in September are the Amalgamated Transit Union, Sept. 7-12; Air Line Pilots, Sept. 8-11; Painters, Sept. 15-20; AFL-CIO Organizing Institute, Sept. 20-22; Government Employees, Sept. 22-27; Flight Attendants, Sept. 22-27; African American Labor Center, Sept. 22-Oct. 11; ATU, Sept. 28-Oct. 3; and Teachers, Sept. 29-Oct. 4.

For more information about labor studies programs, write or telephone the registrar's office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. Fax 301/434-0371.

Resources

SERVICES

The Hotel Employees and Restaurant Employees' **hotline,** 800/HERE WAY, has been programmed to provide union hotels, restaurants and bars by zip code or telephone area code. The computer program, known as Alex, will let you know if the place is inexpensive, moderate or expensive. The system also advises of discounts offered by some union houses taking part in the service.

CARE, the world's largest private relief and development organization, is providing a new **CARE Package Catalog** of products made around the world. Prices range from $10 to $130, with all profits going to CARE's efforts to improve lives of impoverished Africans, Asians and Latin Americans. Write CARE, 660 First Avenue, New York, N.Y. 10016.

The Sidney Hillman Foundation will award $1,000 for each of its 1991 **Journalism Awards** for daily or periodical journalism, non-fiction, radio and television. The contributions may deal with such themes as a strengthened labor movement, civil liberties, improved race relations, and greater world understanding. The deadline of submission of applications is Jan. 15, 1992. Contact the Sidney Hillman Foundation, 15 Union Square, New York, N.Y. 10003.

CONFERENCES

The Federal Mediation and Conciliation Service is seeking presentations concerning labor-management cooperative efforts for the Sixth National **Labor-Management Conference** scheduled May 27-29, 1992, in Washington. Conference planners are looking for presentations that deal with case histories or research of innovative cooperative projects conducted jointly by unions and business. Presentations should be outlined in two to three pages, with suggested speakers identified. Submissions should be mailed no later than Sept. 30 to Peter Regner, FMCS, 2100 K St. N.W., Washington, D.C. 20427.

The Central Labor Rehabilitation Council of New York is sponsoring the Fourth Annual **Labor Alcohol and Substance Abuse Training Institute,** Oct. 20-25, at Bayberry Land in Southampton, N.Y. Contact the Central Labor Rehabilitation Council at 386 Park Ave. South, New York, N.Y. 10016.

The **National Education Conference** of the A. Philip Randolph Institute will be held Sept. 19-22 at the Los Angeles Hilton and Towers Hotel. Contact APRI at 202/289-2774.

The International Conference of the Council for **Adult and Experiential Learning** will be held Nov. 7-9 in San Diego, Calif. Communications Workers President Morton Bahr will be among the speakers. Contact Amy Carter at CAEL National Headquarters, 223 West Jackson, Suite 510, Chicago, 60606, 312/922-5909.

VIDEOS

A Victory for Workplace Fairness describes the passage of H.R. 5 and boosts the prospects for S. 55, legislation that would ban the "permanent replacement" of strikers. The video is available for $4. Contact Linda Miller in the Department of Legislation, 202/637-5246.

The Dos and Don'ts of Grievance Handling, a 17-minute video produced by the Bakery, Confectionery and Tobacco Workers, shows examples of "good" and "bad" steward behavior in interviewing grievants and handling the first-step meeting. Copies of the tape can be rented from the AFL-CIO Library or can be purchased from the BCTW Education Department, 10404 Connecticut Ave., Kensington, Md. 20895.

PUBLICATIONS

Controlling Public Employee Health Care Costs Through Labor-Management Committees outlines cost-containment programs in state and local government and presents case studies and models for labor-management health care committees. Each copy is $1. Contact the State and Local Government Labor-Management Committee, 815 16th Street, N.W., Suite 308, Washington, D.C. 20006.

"Education and Training for the American Labor Market: A Labor Perspective," by Steelworkers President Lynn R. Williams, and "Education and Training for a Competitive Workforce: Overview," by National Planning Association Vice President James Auerbach, are two articles in this month's double issue of **Looking Ahead,** a publication available from NPA, 1424 16th Street, N.W., Suite 700, Washington, D.C. 20036.

SOLIDARITY DAY '91

Workers gather to send message loud and clear

Continued from Page 1
take positions in front of the stage on Third Street. Many headed for water coolers and soft drink stands to quench their thirsts in the sweltering 96-degree heat, but not their ardor.

As speaker after speaker lambasted the short-sighted and mean-spirited policies of the administration and called for worker solidarity, the crowd responded with loud applause, cheers of "Solidarity!" and "Hey, hey, ho, ho. George Bush has got to go."

As the heat continued to bear down, some marchers sought cover and others enjoyed welcome relief from the sprays from fire hoses set up by the local fire department. The heat put to a special test the first aid and other preparations meticulously prepared for Solidarity Day under the direction of COPE Director John Perkins, the overall coordinator of Solidarity Day.

But there was tragedy. Walter A. Kennedy, executive vice president and former president of Letter Carriers Branch 469 in Mobile, Ala., died of an apparent heart attack after complaining that he felt poorly. The 35-year employee of the postal service collapsed en route to his hotel to rest.

Earlier in the day, AFL-CIO Secretary-Treasurer Thomas R. Donahue had sounded the theme of the march when he told a Labor Day mass that "We are members of a church that — in the words of Pope John Paul II — has put 'dignity of the person at the center of her social messages, insisting that material goods were meant for all, and that social order ought to be free of oppression and based on a spirit of cooperation and solidarity.'"

That theme of sharing the wealth and taking responsibility for one's fellows often was repeated.

The workers' concerns stood in stark contrast to the policies of the Bush administration, which has subjugated human concerns to economic theories.

Bush had cited concerns about the budget deficit, for example, in refusing an extension of unemployment benefits, even though millions of workers have exhausted their benefits since the recession began last year.

The marchers protested that the administration appears to have an economic plan for every nation except the United States.

"It's time to leave the White House and visit our house," UAW President Owen Bieber said. Indeed, the serious concerns of working families welled up and flowed over into the streets of Washington on Solidarity Day '91.

Tom Henn/Page One Photography

The Solidarity Day rally filled Washington's Mall from the steps of the Capitol to the Washington Monument.

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SEPTEMBER 9, 1991

AFL-CIO NEWS

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Unions are making headway in workplaces considered difficult to organize, with more workers saying "union yes."

3 ***Congress to consider slate of labor issues***
Congress returns on Sept. 10 with action on the nomination of Clarence Thomas to the Supreme Court the first order of business in Senate committee.

4 ***International ranks swell Solidarity Day***
On Solidarity Day, international free trade union leaders joined with American unionists in marching for full freedom of association.

5 ***Solidarity Day '91: message to remember***
A special Solidarity Day '91 souvenir section highlights the sights, the sounds and the sheer volume of the people who turned out in awesome solidarity.

13 ***OSHA fails workers in Phillips disaster***
The Oil, Chemical and Atomic Workers say the OSHA penalties imposed for a Texas explosion will not deter such disasters in the future.

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Union witnesses tell the Trade Policy Staff Committee that the Bush administration's plan for trade with Mexico will slash more American jobs.

UNION YES

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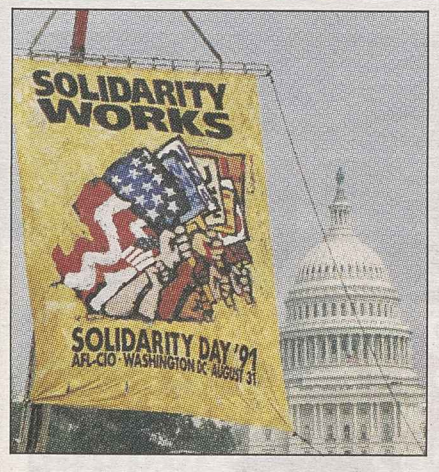
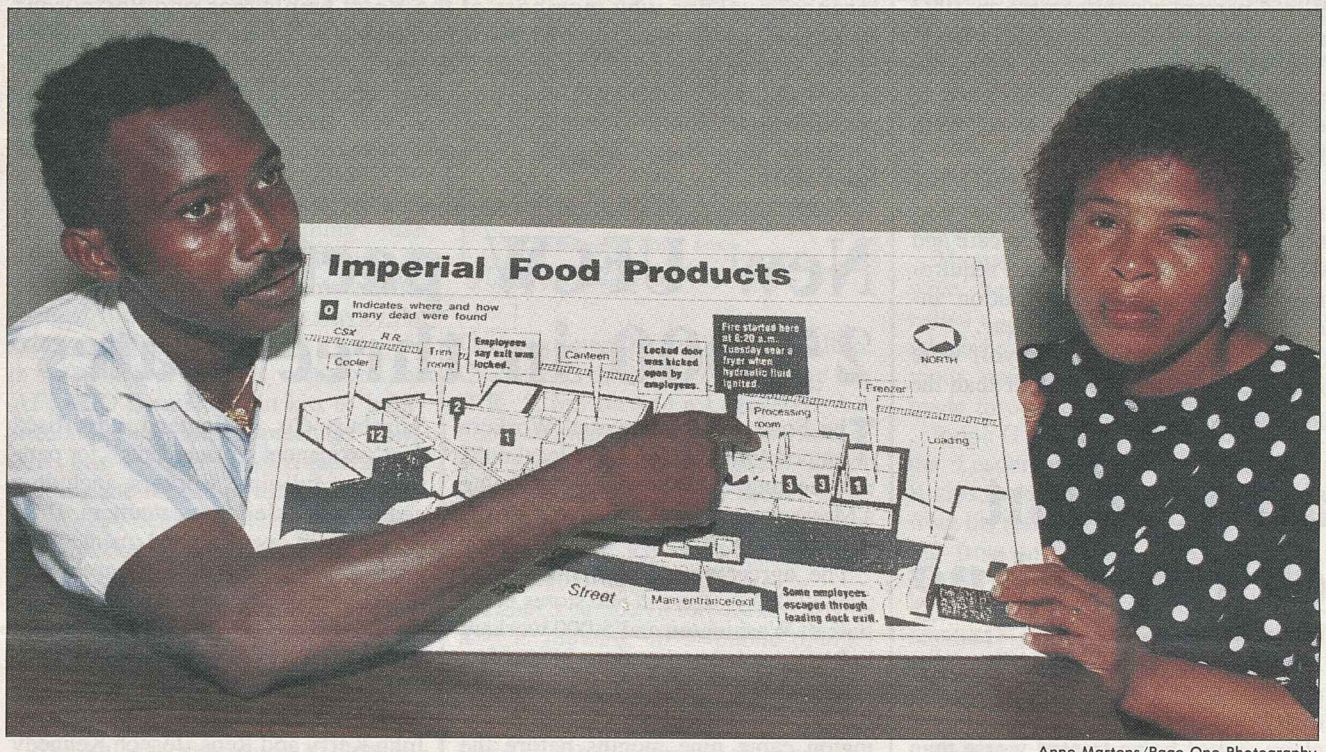


Solidarity Day '91 revisited in 4-page section. **See page 5.**

AFL-CIO NEWS

VOLUME 36, NUMBER 20 SEPTEMBER 16, 1991

North Carolina fire sparks national outcry



Anne Martens/Page One Photography

Imperial workers Bobby Quick and Loretta Goodwin show where the fatal fire started.

Feds checked chickens, ignored humans

There was a USDA inspector at the Imperial Food Products plant in Hamlet, N.C., nearly every day, workers say — making sure the chicken was safe for human consumption.

But there was no one to look out for the humans in the plant.

There were never any fire drills, said plant workers Loretta Goodwin and Bobby Quick. "The only drill would be them drilling you out the door" for raising a question about locked doors or other illegal situations.

Goodwin, who worked at the plant for two years, and Quick, who had been there for five months, also said the only general employees' meeting ever held concerned workers' smocks — that is, telling the employees they were responsible for their own. There was never any fire or safety training for employees, they said.

In an interview in Washington Sept. 11, the workers described the scene inside the plant on the day of the fatal fire.

"I was coughing big old soot balls up my throat," Goodwin said, "and I was struggling to breathe when I got outside. I hadn't heard an alarm yet.

"When the fire first broke out, all these people ran past me screaming," she said. "I didn't think about it — I just ran, too. When my lungs filled up with smoke, I panicked. Then I remembered my training.

"I used to be a nurse's aide, and I had some fire training for that job. I was trying to pull my smock over my face to keep breathing, and I was trying to find the door. People were running over me, knocking me into the wall. I just tried to keep going.

"The Lord must have some work for me to do, because that's the only reason I survived," she said. "That and the nurse's aide training."

Bobby Quick went to the canteen area when the fire started, but discovered the door leading out of the plant was locked.

"There wasn't anywhere else to go, so I tried to kick it down," he said. "I must have gotten superhuman strength for a minute, because eventually it came off the hinges."

Several other employees followed Quick out the door to safety. Quick said the plant had a fire alarm that was supposedly automatic, but that it "didn't go off until everyone was dead."

He also said the plant was equipped with emergency lights that would have helped to guide employees out of the dense, rolling black smoke — but they were not working.

AFL-CIO asks OSHA to take over plan

By Colleen M. O'Neill

I don't care, just get it fixed — we're losing money."

With those words, the plant manager at Imperial Food Products rushed the crew fixing the hydraulic line to the 26-foot-long deep-fat fryer, said plant worker Bobby Quick. Shortly thereafter, the line ruptured and the spilled fluid caught fire at the Hamlet, N.C., plant.

The Sept. 3 tragedy left 25 people dead, another 55 injured, and the town of 6,200 with many questions along with sorrow. The blaze also focused attention on the pressing need for improved workplace health and safety and the shortcomings of the Occupational Safety and Health program in North Carolina, which has the fewest OSHA inspectors in the country.

The first AFL-CIO action was to help with relief. AFL-CIO representatives Chuck Johnson and Judy Fitzgibbon, liaisons with the Red Cross and United Way, respectively, arrived in Hamlet immediately after the blaze.

The United Transportation Union offered use of its Main Street Hall as an assistance center, and Johnson and Fitzgibbon began gathering aid for the victims and were able to set up a "one stop" center of services from various relief agencies.

The AFL-CIO also announced it has petitioned the U.S. Department of Labor to withdraw approval of the North Carolina state OSHA plan and to return the plan to federal jurisdiction. The federation also urged federal OSHA to move inspectors into North Carolina immediately to provide a greater level of protection to the state's workers.

The victims died from smoke inhalation as they made a futile search for unencumbered exits to escape from the darkened plant. The circumstances of

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UFCW: Food Lion profits at the expense of its workers

By James B. Parks

The giant food retailer Food Lion makes more than 37 percent of its after-tax profits from illegal off-the-clock work of employees, according to a complaint by the Food and Commercial Workers.

The complaint, filed with the U.S. Labor Department's Wage and Hour Division on behalf of 183 current and former Food Lion employees, is seeking $194 million in back wages. The wage and hour division enforces the basic federal statute — the Fair Labor Standards Act — on minimum wage, hours of work, overtime pay and other provisions.

With the help of the UFCW, Food Lion employees have an ongoing campaign against Food Lion and its Belgian parent, Delhaize Freres & Cie. UFCW filed a class-action suit in 1990, charging that top company executives conspired to cheat thousands of non-union employees out of profit-sharing and health benefits in violation of federal law. That suit is still pending.

UFCW also has gained the support of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in its effort to force Delhaize to live up to fair labor practices.

Documents filed with the latest complaint show $3 million in back pay and damages due to 150 employees and list another 223 employees "whom the complainants know from personal knowledge" worked off the clock. Federal law allows employees to recover three years back pay in such cases.

Matthew Kenneth Haensler, head stocker at a Food Lion store in Ocean City, Md., said at least 75 percent of the employees working with him worked off the clock when he was a grocery manager. "I would work off the clock after I punched out on a daily basis, and I would also come in on my days off and work," he said.

"The store managers would. . . force off-the-clock work by putting pressure on me and the stock crew about production rates," Haensler said. "They

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IAM gains first contract with American Racing

By Sharolyn Rosier

Nine months after an organizing victory for the Machinists at American Racing Equipment Inc. in Rancho Dominguez, Calif., Local 1910 has gained a three-year first contract that raises wages 12 percent over the life of the contract.

The 1,200 production and maintenance workers, most of whom are Mexican and Salvadoran immigrants, voted for the agreement by a margin of 6 to 1.

"This agreement will bring about long-needed improvements in working conditions for the mostly immigrant work force," said Local 1910 representative Thomas Hurd. "The organizing victory and the agreement just goes to show what organized people can do when they know their rights."

Hurd credited a "very strong, militant negotiating committee and a dedicated in-plant committee that was always there when we needed help" in forging the new agreement.

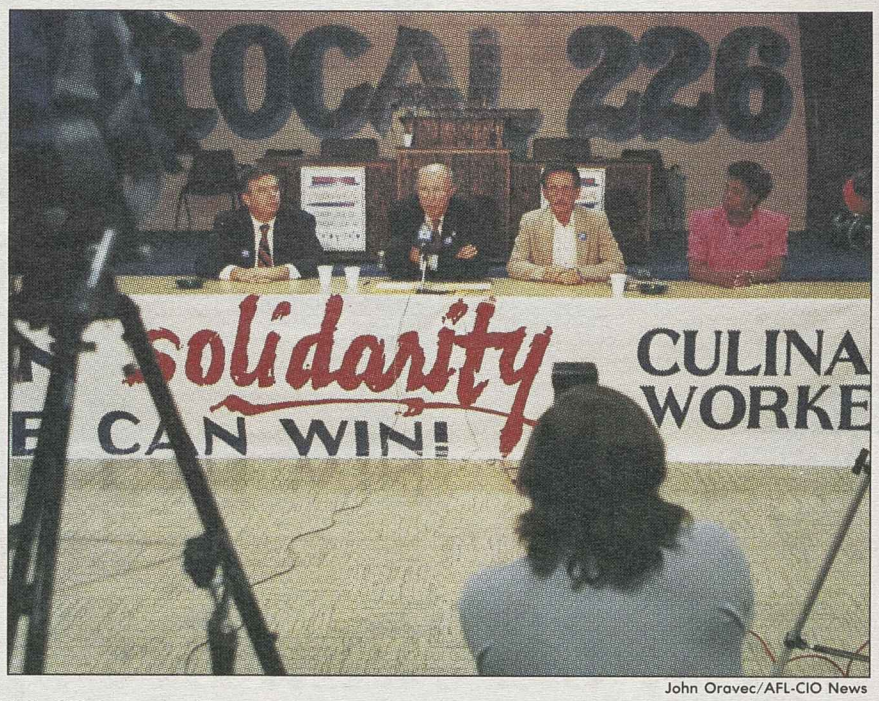
The workers began negotiating in January following an aggressive anti-union campaign by the company. And while nine months is a long time to win a contract, AFL-CIO Regional Director David Sickler said, an impressive display of solidarity by the new unit forced the company to negotiate in good faith.

ARE hired an Hispanic union-busting consultant and held weekly captive-audience meetings from November until the election in December. When the company balked at granting dues-checkoff, an overwhelming number of the members joined the California Immigrant Workers Association, an AFL-CIO associate membership program in the Los Angeles area, to show their trade union determination. A solid shop-steward system will be available to enforce the new contract's grievance provisions.

The agreement includes a 5-percent general wage increase, effective Sept. 9, a 4-percent wage increase in 1992 and a 3-percent wage increase in 1993. The wage progressions are automatic and not dependent upon attendance or disciplinary procedures, as they were before the union.

The Machinists also successfully negotiated a new improved medical plan that includes dental and vision care and does away with the previous requirement that workers' contribution increase $1 per week every year.

Recall rights in case of layoff were extended to two years, rather than the previous 30 days.



John Oravec/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue, in a Las Vegas press conference, explains why members of the Hotel Employees and Restaurant Employees are preparing a strike vote against the Frontier Casino-Hotel. Some 700 members of HERE Locals 226 and 165 have been working without a contract since June 1989. And now, management wants to slash wages, pensions and health care benefits. From left, HERE chief negotiator John Wilhelm, Donahue, Local 226 Secretary-Treasurer Jim Arnold and President Hattie Canty.

ATU, NLRB plan to fight Greyhound back pay ruling

The Amalgamated Transit Union and the National Labor Relations Board will continue to fight to remove the cap on back pay for union drivers in the bankruptcy reorganization plan for Greyhound Lines Inc.

"We intend to pursue the rights of our Greyhound members to and through a successful conclusion at the National Labor Relations Board and any other avenue until they are back to work with a contract," said ATU President James LaSala.

U.S. Bankruptcy Judge Richard Schmidt Aug. 30 confirmed a Greyhound reorganization plan that was opposed by the union and the NLRB because it includes a $31.25 million cap on the company's back pay liability.

The union and the NLRB already have filed appeals of Schmidt's classification of the union's claim as a general unsecured claim, rather than as a high priority administrative claim. They are considering an appeal of the reorganization plan as well, said Benetta Mansfield, an ATU attorney.

Because of Schmidt's decision, "the drivers are at risk of not getting the distribution on the full amount of their claim and of being treated worse than the other creditors," said Peter Shinevar, an attorney with the Washington, D.C. firm of Bredhoff and Kaiser who represented the ATU in the hearing.

But the back pay issue is far from settled, Shinevar said. Schmidt on May 14 set the $31.25 million figure, which is 75 percent less than the $125 million settlement the union is seeking in an unfair labor practice case before the NLRB.

The bankruptcy judge's ruling does not limit what the drivers might receive if the union wins its case before the NLRB, the union said.

If the union prevails in the NLRB hearings, Greyhound will be liable for payments on the full amount, not the figure set by Schmidt, Shinevar and Mansfield said.

The NLRB hearings are ongoing and could take another year, Shinevar said.

New UFCW pacts cover 25,000 in three states

The Food and Commercial Workers gained contracts for seven local units representing 25,000 workers, including a Massachusetts local recently affiliated with the UFCW.

The agreements will benefit more than 20,000 workers in 500 stores in the state of Washington and 5,000 workers in 21 stores in southeastern Massachusetts and Rhode Island.

The settlement in the state of Washington came nine months before the previous contract expired — a sharp contrast with negotiations in 1989 when grocery workers struck for 81 days before they could get a contract.

The three-year agreement goes into effect in May 1992 and includes wage increases and provides the same level of health coverage regardless of medical cost increases during the life of the contract.

The Washington chains covered by the new contract include Albertsons, Fred Meyer, Safeway and Associated Grocers, a cooperative of 200 independent grocers.

In contrast to the Washington negotiations, workers in Local 7691 in Massachusetts and Rhode Island were confronted with advertisements for "permanent replacement" workers during their contract negotiations with Shaw Supermarkets.

The supermarket chain, owned by J. Sainsbury Co. of England, advertised for "permanent replacements" for part-time and full-time workers, including general duty clerks, meatcutters, shippers, forklift operators and maintenance workers for its stores and warehouse.

Workers credited their victory to the recent affiliation with UFCW. Besides having the backing of the million-member UFCW, the Shaw workers received support from Massachusetts Sen. John Kerry and Reps. Joseph Kennedy II and Gerry Studds.

The major obstacles were company demands for concessions in wages and overall benefits, including a demand that employees give up their fully paid Blue Cross/Blue Shield Master Health Plus in favor of a less expensive plan that requires workers to pay larger deductibles.

The demands were unreasonable because "the company is very profitable," said Local 7691 spokesman Mark Govoni. "There is no need for this company to ask its employees to take it on the chin so it can continue to expand."

The three-year contract calls for a 6 to 8 percent overall salary increase and a change in the health insurance carrier beginning next year. A joint labor-management committee will oversee the implementation and maintenance of the new health insurance plan.

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LEGISLATION

Strikebreaker legislation support sought

By Muriel H. Cooper

With public opinion squarely in its corner, labor is pressing forward with the campaign for passage of S.55, the Workplace Fairness bill.

The legislation, which would outlaw the practice by employers of "permanently replacing" striking workers, was passed in the House by a 65-vote margin on July 17. But it faces a tough battle in the Senate, where 60 votes are necessary to force cloture on an expected filibuster by employer-dominated senators.

A Roper poll in April found that far more Americans think "permanent replacements" are a "bad thing" than a "good thing" — 46 percent to 19 percent. Another 35 percent had not formed strong opinions one way or the other.

To reinforce labor's message, the AFL-CIO is sending out kits of information for unionists to spread the word. The kits include a videotape highlighting the results of the House campaign, 250 Senate postcards and a lobbying packet — a legislative fact sheet, a question and answer sheet, talking points for speeches, sample S.55 letters for legislators, a flier for a telephone campaign and other information.

Kit helps spread word

The kit was distributed to international unions and state and local AFL-CIOs. The video and postcards already have been used at 18 union conventions, reaching more than 18,000 delegates. Unionists may purchase the kits or its individual contents by contacting the Department of Legislation.

The outrage that workers feel over the "permanent replacement" of striking workers was among the motivation for the outpouring of more than 325,000 marchers in Washington on Solidarity Day, Aug. 31.

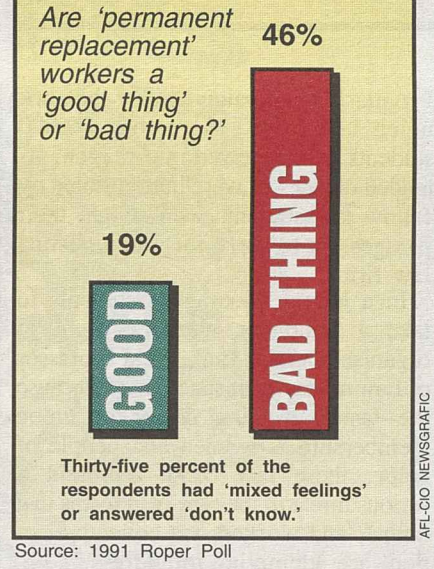
And that outrage has translated to political action across the country. For example, the South Georgia Labor Council, upset by the refusal of Rep. Charles Hatcher (D-Ga.) to vote for H.R. 5, has formed a Legislative Action Committee to meet with Hatcher and press him on the issue. Labor leaders also are trying to form a LAC in Georgia's 8th Congressional District, where Rep. J. Roy Rowland (D-Ga.) voted wrong on the bill.

Labor's campaign for workers' rights also is showing up in public opinion polls. Besides the Roper poll showing support for a ban on striker replacements, other indicators reveal an upsurge in public approval of unions and union leaders.

Roper also found a 10-percent swing between 1980 and 1991 — up to 57 percent — of respondents who felt "some" or "most" union leaders are "being reasonable and responsible." Only 30 percent had negative responses.

A survey conducted by the National Opinion Research Center in the first and second quarters of this year show a 150 percent improvement in the favorable ratings for union leaders — up in 1991 to 28 percent, the highest figure recorded for labor since the center began conducting the poll in 1973.

Americans feel 'permanent replacements' are bad



Source: 1991 Roper Poll

Worker issues on stage at Thomas confirmation

By James B. Parks

Labor and its civil rights allies will confront Clarence Thomas on workplace issues during the week of Sept. 16, as the Senate confirmation hearings continue on the nomination of Thomas to the U.S. Supreme Court.

AFSCME Secretary-Treasurer William Lucy is one of the labor leaders expected to testify against the nomination. The AFL-CIO joined with the NAACP and other traditional civil rights groups to actively oppose the nomination because of Thomas's disappointing record as chairman of the Equal Employment Opportunity Commission and his views on the regulation of free markets.

Thomas, in testimony last week, had what Sen. Howell Heflin (D-Ala.) called a "confirmation conversion" in which he repudiated many of the previous statements and writings he had made throughout his public career.

Ralph G. Neas, executive director of the Leadership Conference on Civil Rights, said that rather than "running from his record, he seemed to be sprinting from his record. . .That was the earliest confirmation conversion we've witnessed." The LCCR, which is leading the opposition to Thomas, is a group of 185 organizations including the AFL-CIO, labor unions, civil rights and consumer groups.

The AFL-CIO Executive Council on July 31 said it opposed the nomination because "nothing in Judge Thomas' short judicial career, in his time as a government official, in his writings or in his statements, provides any basis for believing that he can rise above his ideological biases and render the impartial justice we expect of the nation's highest court."

The council said Thomas had attacked affirmative action programs as "social engineering" and embraced an ideology that "views unfettered markets and private property as sacrosanct. Judge Thomas would have it that basic premises of modern economic and social legislation are 'antithetical to freedom,' " the council said.

AFL-CIO President Lane Kirkland said a federation study of Thomas' record showed "a predilection to elevate property rights over human rights."

The AFL-CIO pointed out that Thomas, while leading the EEOC, de-emphasized class-action suits and refused to seek broad remedies for patterns of discrimination. While he emphasized the agency's obligation to protect individuals against discrimination, he let the claims of thousands of older workers languish until the statute of limitations ran out.

Blind faith in free markets

Thomas has aligned himself with those who not only accept the harshness and inequality of the free market, the AFL-CIO said, but who also believe that such markets provide the answer to every social problem and that acceptance of that harshness is the essence of liberty.

"He rails against Franklin Roosevelt and 'his latter-day political heirs' for criticizing the 'malefactors of great wealth,' asserting that such attacks on property rights are 'an attack on all rights,' " the AFL-CIO said.

"The trade union movement, in contrast, holds firm to the conviction that government is not the enemy, and that the ultimate measure of a government's worth is its efforts to create a humane and just society for all its citizens," the federation said.

"Our society's progress on a broad range of fronts — including such fundamental matters as workplace fairness, civil rights, care for the aged, health care, consumer protection and the environment — has come in large measure from government restrictions on the unfettered operation of market forces," the AFL-CIO added.

Besides the AFL-CIO, a number of affiliated unions and other labor groups are joining in the effort against Thomas.

Congress renews drive for extended UI benefits

By John R. Oravec

With the nation's jobless rate stalled at the recession level of 6.8 percent in August, House leaders prepared to move legislation to the floor that would provide extended unemployment benefits for long-term jobless workers.

The bill would waive the pay-as-you-go budget requirements — but this time it would bypass the need for declaring an emergency, which President Bush refused to do after a previous unemployment benefit bill had passed both chambers on Aug 2.

Officially, the Bureau of Labor Statistics said 8.5 million workers were unemployed last month and 14 percent, or about 1.3 million, were out of work 27 weeks or longer. Their jobless benefits ran out after 26 weeks, while more than 2 million Americans have exhausted their benefits during the Bush recession.

BLS reported that only 3.1 million jobless workers — just 37 percent of the officially unemployed — were drawing compensation.

House leaders planned to revive H.R. 3040, co-sponsored by Rep. Thomas Downey (D-N.Y.) and Ways and Means Chairman Dan Rostenkowski (D-Ill.), which would permanently revise and expand the extended benefit program from the current maximum of 13 weeks to up to 20 weeks of extra benefits.

The Downey bill also would make an extra five weeks of benefits available in all states so long as the national unemployment rate remains at 6 percent or higher.

Senate Majority Leader George Mitchell (D-Maine) and Finance Committee Chairman Lloyd Bentsen (D-Texas) also promised to move quickly on legislation to extend those benefits.

AFL-CIO chief economist Rudy Oswald pointed out that 310,000 workers dropped out of the labor force in August and the number of people holding jobs slipped by 296,000. In July, with jobs harder to find, 415,000 workers dropped out of the labor force.

Dropping out of labor force

"If the labor force participation had remained constant over the past year," Oswald said, "unemployment would be up an additional 850,000 and the unemployment rate would be 7.5 percent. So it's clear that workers are dropping out of the labor force and fewer are holding jobs." Since August 1990, total employment is down 1.5 million jobs, Oswald pointed out.

After months of declines, manufacturing payrolls rose by 42,000 in August. But 12,000 construction jobs and 30,000 government jobs were lost.

On top of that, nearly 6 million workers were in part-time jobs because they couldn't find full-time work and those part-time workers aren't counted as jobless by the BLS.

Oswald noted that with the 8.5 million officially jobless, 981,000 discouraged workers not in the labor force and 5.9 million working part-time for economic reasons, the number of unemployed and under-employed workers was 15.4 million in August.

Five major states had jobless rates above the national average in August, with Massachusetts and Michigan topping 9 percent. Other states included Florida, 8.1 percent; California and Pennsylvania at 7.3 percent; New York, 7.5 percent and Illinois at 7.2 percent.

Among major groups, the rate for adult men held at 6.5 percent, edged up for adult women to 5.7 percent, eased for teenagers to 19 percent, edged down for whites to 6.1 percent, rose for blacks to 12.3 percent and for Hispanics to 9.9 percent.

Hispanics joining Frontlash campus union crusade

By Sharolyn Rosier

Hispanic college students are stepping forward in the annual campus battle to let law students know which law firms recruiting on campus specialize in union busting. Frontlash, the youth arm of the AFL-CIO, conducts the information campaigns about the law firms.

Hispanic students in about 100 campus clubs also are getting involved in the fights for the 1991 Civil Rights Act and Workplace Fairness legislation, and against most-favored-nation trade status for China and a free-trade agreement with Mexico.

"I plan to give law firms that specialize in breaking unions a very hard time when they come to recruit at the University of Notre Dame Law School," said first-year law student Oscar Rivera.

Florida International University, Smith College, University of Tennessee, Skidmore College and Trinity College are some of the schools where Hispanic students have joined forces with organized labor. Students who join the campus clubs work closely with area unionists, national Frontlash and like-minded pro-labor students across the country.

"My sister and her husband have been union members since they began working on farms in California. Without their union they would be treated unfairly. I plan to study medicine, but I want to be associated with the labor movement the rest of my life."

— Alicia Jimenez, senior at Smith College

Approximately 150 law students at the University of Wisconsin Law School recently confronted 17 union-busting law firms that were recruiting on campus. Those firms were surprised to see 230 signed pledges against their visit.

"Union-busting law firms are getting the message that their tactics are unwelcome at every school they visit," said Joel Klaverkamp, executive director of Frontlash.

Law student organizers at 30 of the nations top law schools — including Harvard, Yale, UCLA, Stanford, Michigan, Georgetown, Duke, Cornell and New York University — joined Frontlash's campaign against the anti-union law firms. More than 20,000 students have received information, attended debates or were button-holed by fellow law students who sought their pledges not to work for union-busting law firms.

In a letter encouraging students to take a stand for workers' right to organize, Derrick Bell, Weld Professor of Law at Harvard, stated that "because the fastest-growing sector of union membership is women and people of color, these law firms represent a serious threat to the type of reforms that both I, and workers via collective action, are attempting to address."

The campaign also received a boost from Ted Kelleher, articles editor for the Northwestern University Law Review, who noted that "I would never have been able to go to college or law school had it been for the economic stability that the unions could provide for my family." Both "my father and my grandfather were Steelworkers," he said.

The receptive Hispanic student audience also has been a big plus for Frontlash, said Viviana Lopez, national college organizer for the group. "Gaining a voice in the workplace is something everyone can identify with," she noted.

"Working with Frontlash and the South Florida AFL-CIO has been a fantastic experience," said William Aviles, a junior at FIU. "It is more satisfying than any work I've done for the Democratic Party."

Alicia Jimenez, a senior at Smith College, agreed. "My sister and her husband have been union members since they began working on farms in California," she said. "Without their union they would be treated unfairly. I plan to study medicine, but I want to be associated with the labor movement the rest of my life."

Women aim to overcome work barriers

'Long hard work' wins workplace gains

By Sharolyn Rosier

The increase in the number of women and in the number of professional employees has forged great changes in the labor movement, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Department of Professional Employees Women's Conference in Washington.

"These advances didn't happen by accident," Donahue said. "They certainly were not handed to working women on a silver platter. Rather, they happened because of the long, hard work of the women's movement and its allies . . . and, above all, because of the tenacity and courage of women in this room and millions of other women whose names we will never know."

The conference, "Breaking the Barriers: White Collar Women on the Move," dramatized the evolution of women as a dominant presence in the labor force — ranging from 40 percent of all women in the labor force in 1967 to 67 percent in 1990.

"Women are a strong and vital part of the work force and without them society would be deprived of many talents and resources," said DPE President Jack Golodner.

White collar workers now are the majority — 55 percent — of the work force, and the number of women in these jobs will increase at a faster rate than males in the 1990s, the conference was told.

AFL-CIO Vice President Joyce Miller, president of the Coalition of Labor Union Women, urged the conferees to continue working with labor's allies to enhance women's rights. Union women need to support one another to "shatter the glass ceiling," she said.

Heidi Hartmann, executive director of the Washington-based Institute for Women's Policy Research, said that while the "glass ceiling" is a popular topic, its name is misleading. A glass ceiling implies that women and minorities are close enough to the executive suite to see how they are being kept out of top managment when, in fact, they are "not even close" to the top, she said.

Steve Yarmola/AFL-CIO News

Women have to support one another, Joyce Miller, president of the Coalition of Labor Union Women, tells the DPE's Women's Conference. From left are: DPE President Jack Golodner, Metropolitan Washington AFL-CIO President Joslyn Williams, Miller and Gloria Johnson, chair of the DPE committee on salaried and professional women.

Hartmann's research showed that women's median earnings peak at about $20,000 when they are between the ages of 40 and 44, while the peak earnings of men are set at about $35,000 when they are between 45 and 49. The figures show that most women are held back at a fairly low level, she said, and are not even getting into the pool from which managers are chosen.

While an increase of women in various fields and higher-level positions should lead to a better working environment, it actually could have the opposite effect, at least for the short run, according to Pamela Tolbert, an associate professor at the New York State School of Industrial and Labor Relations.

The emergence of women into traditionally male-dominated occupations could be perceived as a threat, she said, resulting in antagonism from male co-workers and managers. Incidents of covert discrimination may increase, "adding another level of the ceiling to the famous glass ceiling."

Betty Vetter, executive director of the Commission on Professionals in Science and Technology pointed out that, while women made substantial inroads into traditionally male occupations throughout the 1970s, their progress has slacked off since then.

"Cultural, attitudinal, and structural impediments" pose a "triple threat" to women in science and technological fields, Vetter said. "Girls are socialized against science and math" because society want girls to "stay sweet and clean," systematically depriving women of opportunities and breeding low self-confidence.

Vetter pointed out that, in 1991, women with four years of college earned $4,000 less on average than men whose education ended after four years of high school.

The wage disparity persists even in traditionally female-dominated fields, Vetter said, pointing out that the salaries of female elementary school teachers are only 89 percent of those earned by male teachers in elementary schools.

The two-day conference also included workshops on such topics as Career/Caretaking Conflict, Problems of the Work Environment, Career Preparation, and Union Careers: The Union as an Employer — Problems and Experiences.

Company union ban attacked in hearings

AFL-CIO urges NLRB not to change law

The AFL-CIO told the National Labor Relations Board that no changes are needed in current labor law to protect companies setting up workplace cooperation committees from charges of creating company unions.

The NLRB conducted oral arguments on the question after a Teamsters local charged Electromation, Inc., of Elkhart, Ind., with creating "action committees" made up of managers and employees to thwart self-organization by the firm's employees.

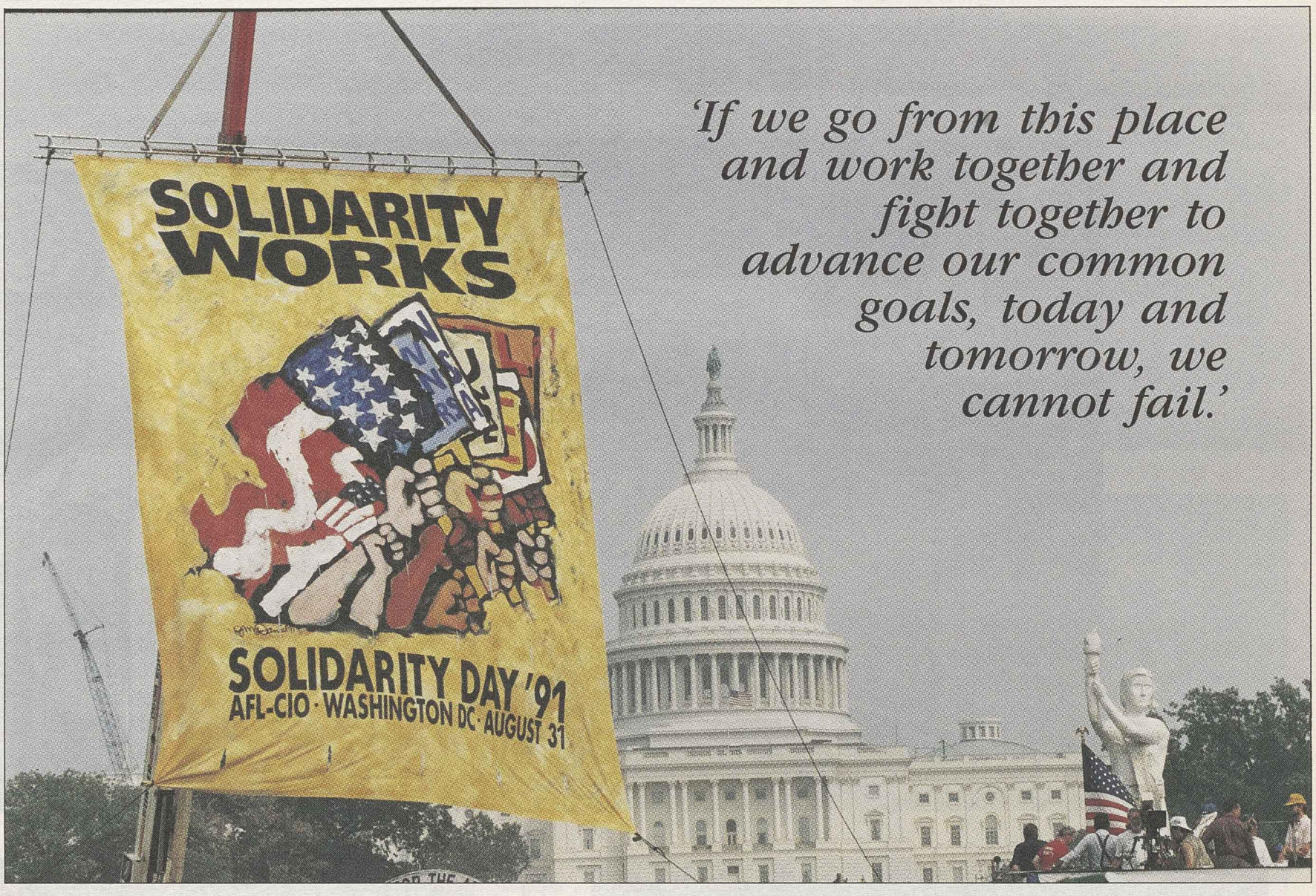
AFL-CIO General Counsel Laurence Gold told the Board that the 1935 National Labor Relations Act saw the problem clearly in making it illegal for a company to create and have a voice in running labor organizations. Congress clearly opted for employee self-organization and for assuring that labor organizations are independent of management, Gold said.

Only that approach, Gold told the hearing, "protects true employee free choice and assures that the employee representatives single-mindedly advocate the employee position."

An Indianapolis NLRB official, Rik Linebeck, argued that the committees created by Electromation clearly violated Section 8(a)(2) of the Act, which says that "it shall be an unfair labor practice for an employer to dominate or interfere with the formation for administration of any labor organization or contribute financial or other support to it."

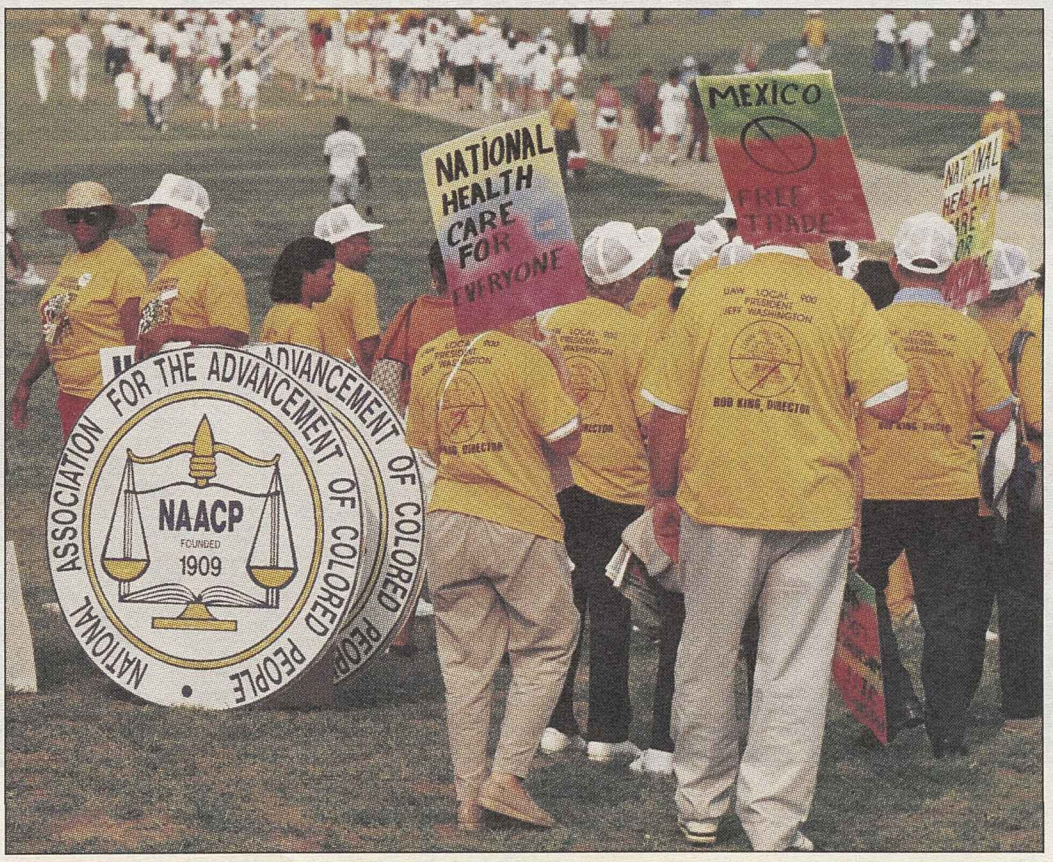
A number of non-union employers and employer associations had asked the board to rule that labor-management cooperative councils — now best known as "quality circles" — do not violate the federal ban on company unions. Some 30 Republicans have proposed legislation in Congress to that effect.

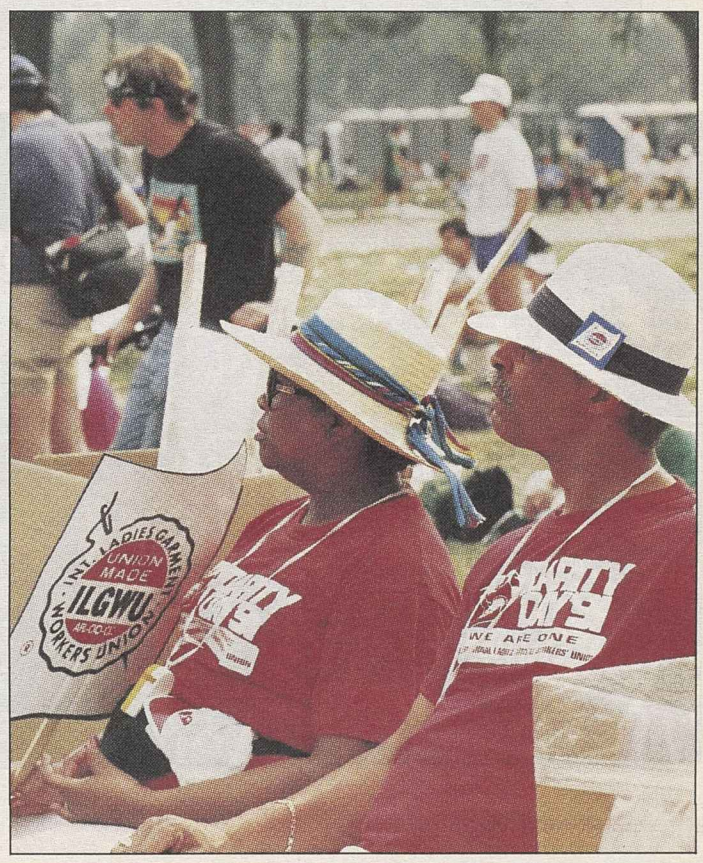
SOLIDARITY DAY '91



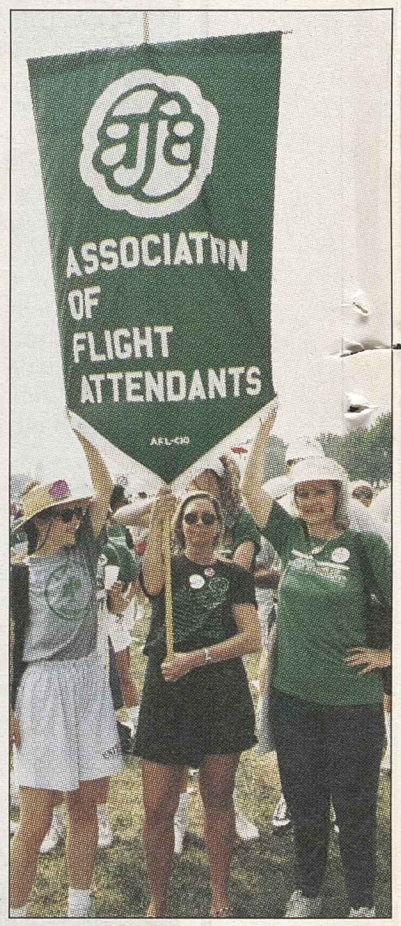
'If we go from this place and work together and fight together to advance our common goals, today and tomorrow, we cannot fail.'

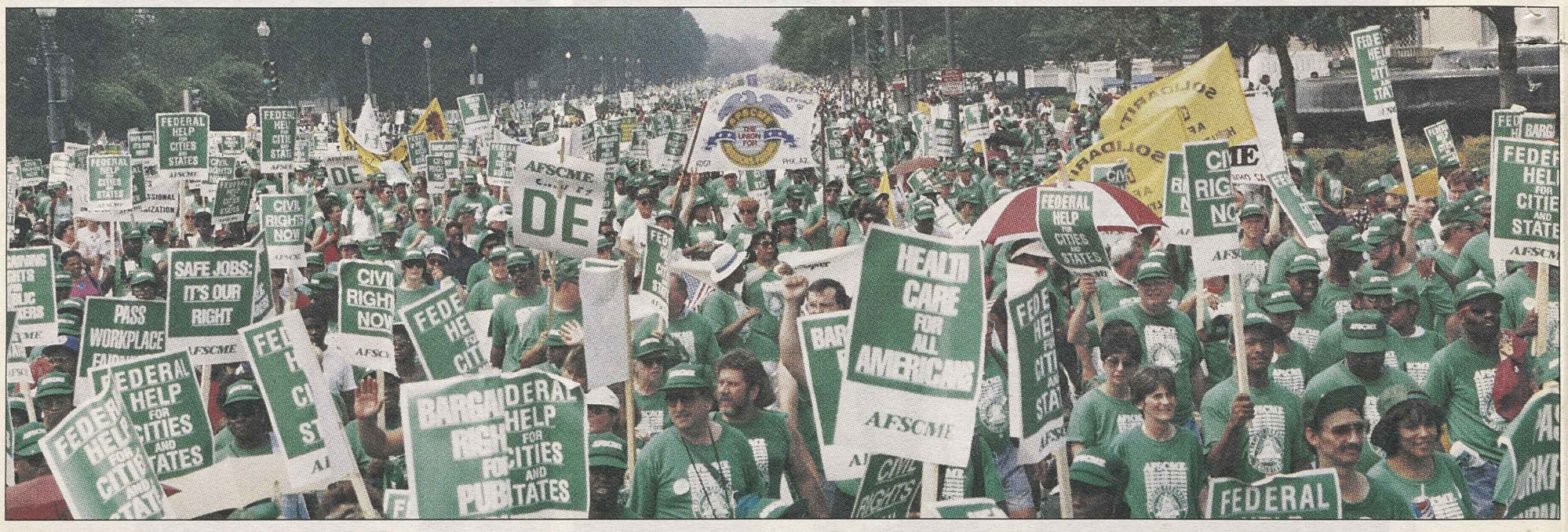
With the dome of the Capitol looming in the background and flanked by a replica of the Goddess of Democracy, which inspired Chinese students and workers to rise up and demand their freedom, trade unionists from the United States and around the world gathered to give full voice to the aspirations of workers everywhere. The historical Solidarity Day '91 was captured on video by the AFL-CIO's Labor Institute of Public Affairs. The 12-minute celebration is available for $10 from LIPA. Phone 202/637-5334.

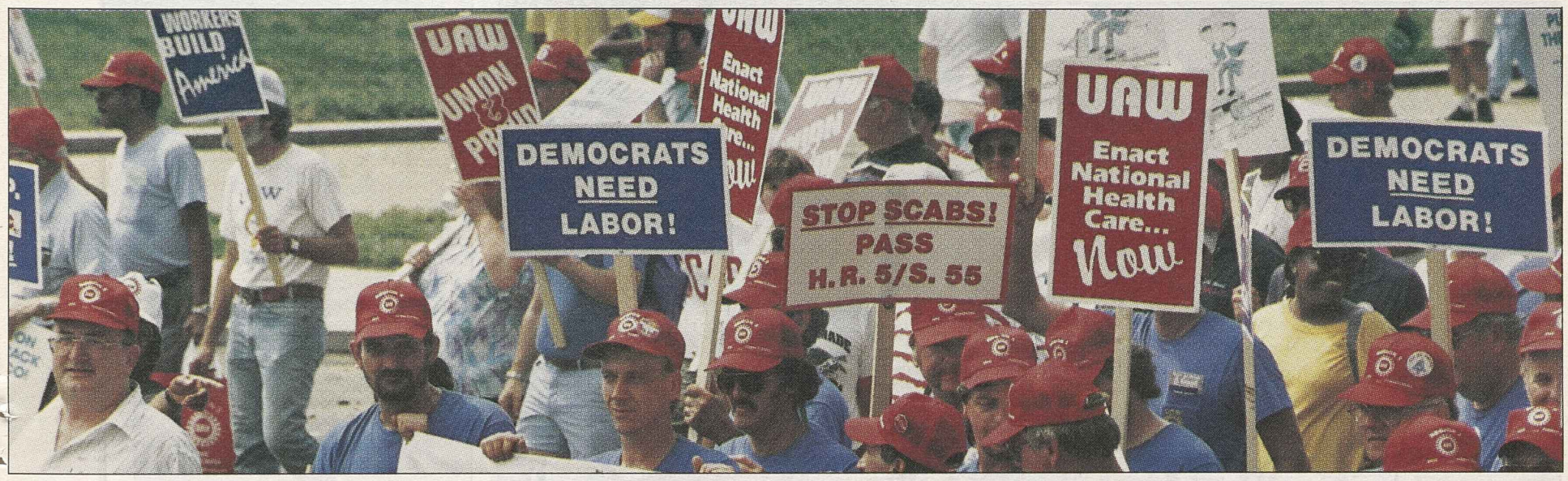




SOLIDARITY DAY '91

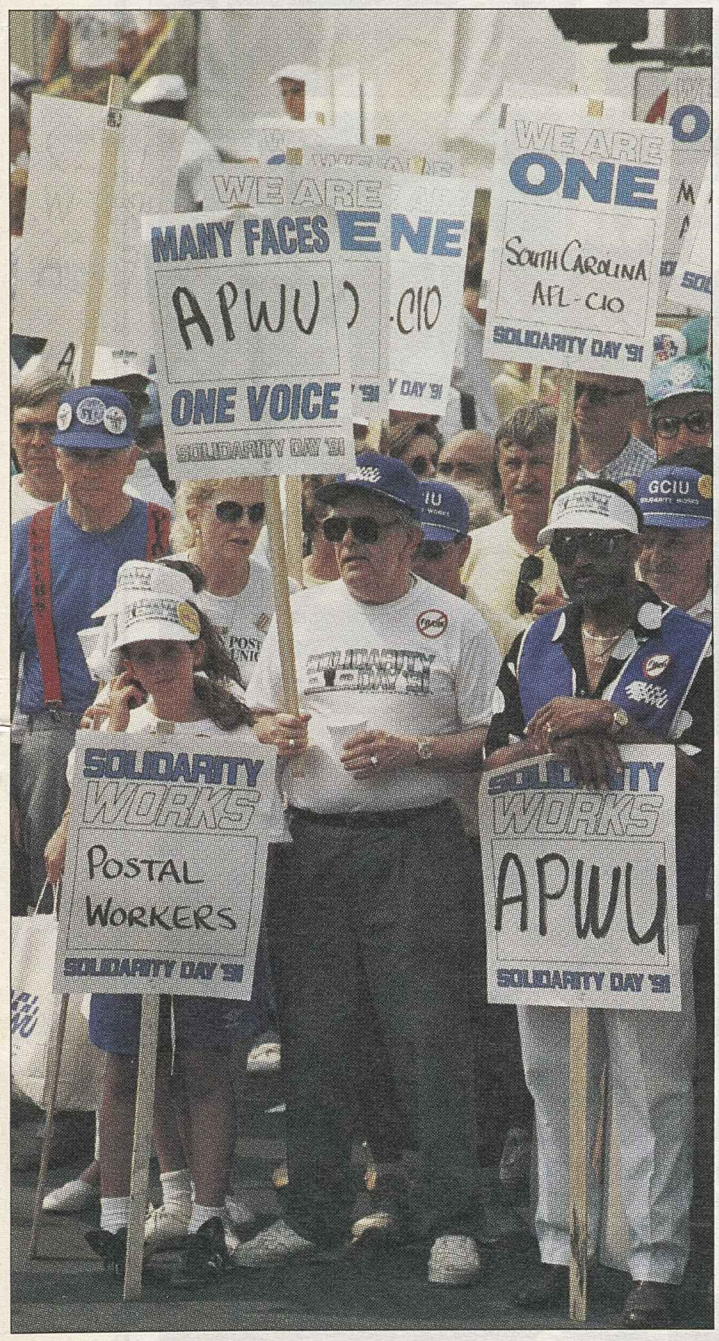




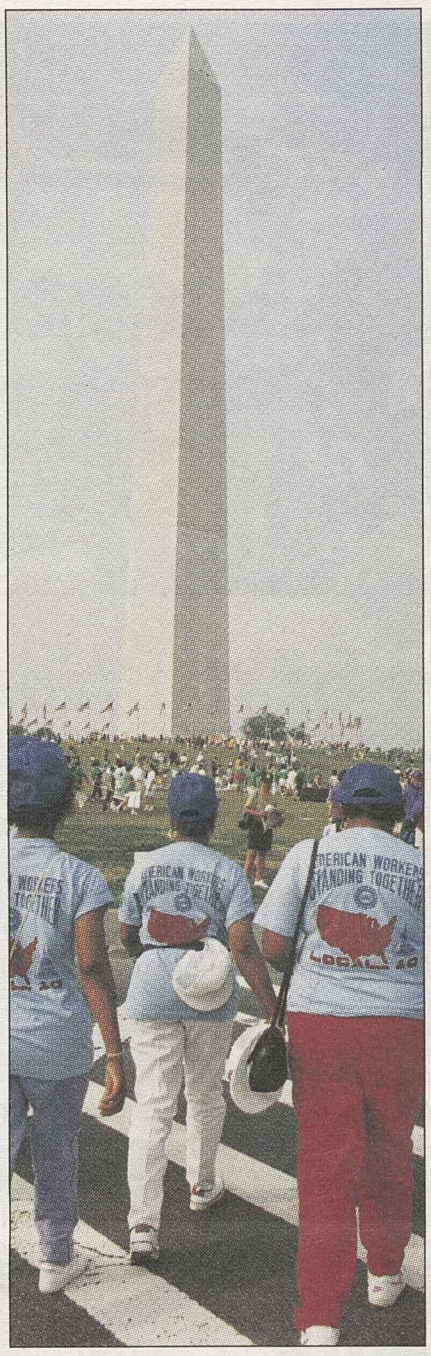


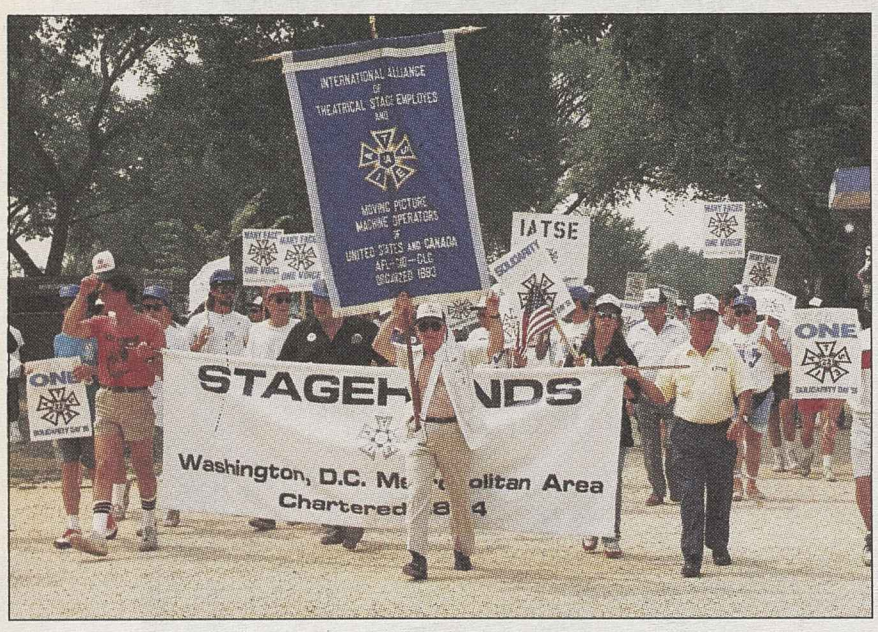
Signs of the times

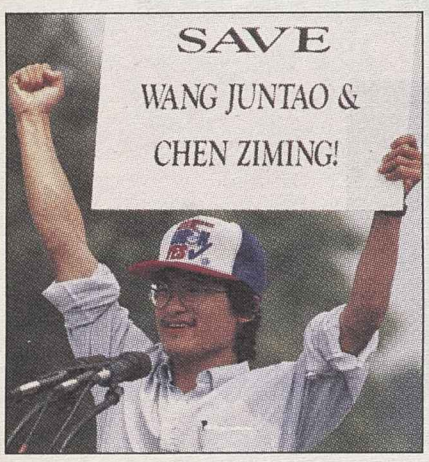
The messages of labor and its allies on Solidarity Day '91, carried on banners and signs in the march and rally, were a litany of the failures of the Bush administration and the 101st Congress. While Machinists, UAW members and others marched for workplace fairness, the Steelworkers protested the lockout at Ravenswood Aluminum Co. Lithuanians proclaimed their nation 'free at last' and Chinese continued to march for freedom. On the entertainment stage, meanwhile, there was pride in being union, celebrated by actress Jean Stapleton and singer Willie Nelson, who met with AFL-CIO President Lane Kirkland and members of the press.



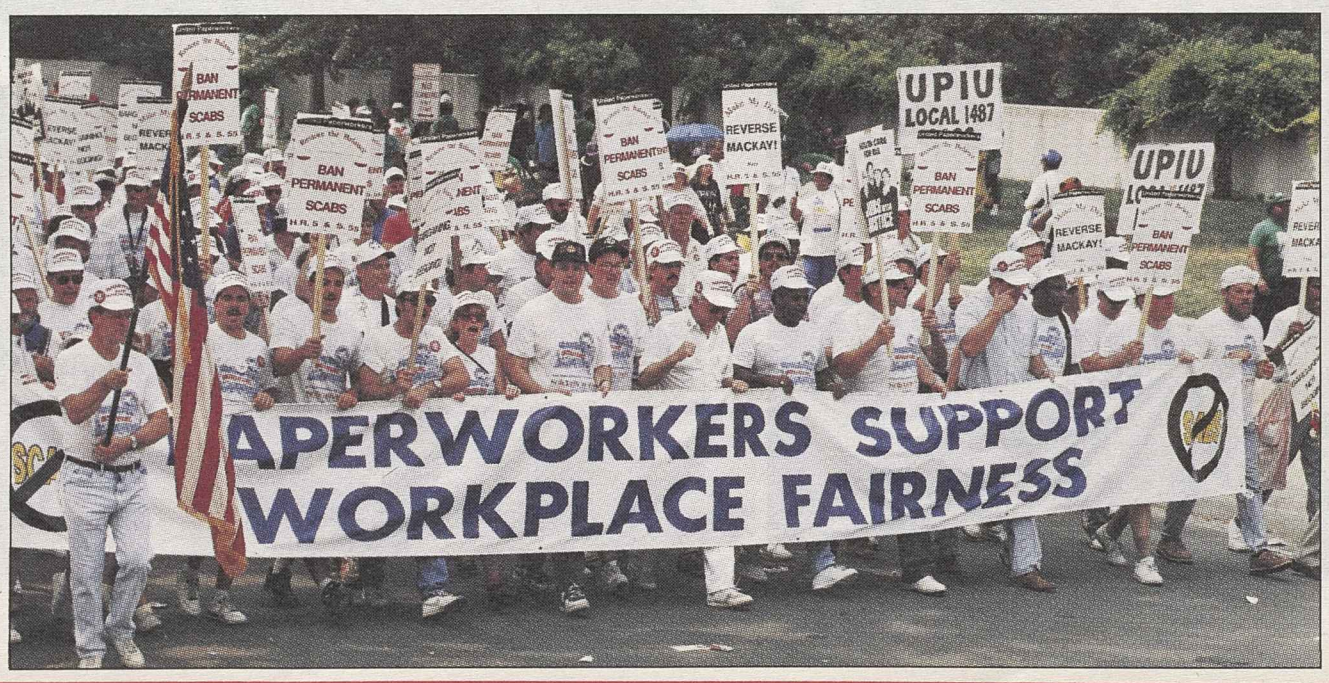
SOLIDARITY DAY '91







Li Lu, a survivor of the Tiananmen Square massacre who had been on a 17-day hunger strike outside the Chinese embassy, ended his fast after Solidarity Day "because all these people show me that we can change the world."



UNION NEWS

AFGE boosts per capita for organizing

By Sharolyn Rosier
Anaheim, Calif.

Delegates to the Government Employees convention approved a per capita increase to expand organizing and renewed its commitment to national collective bargaining legislation.

Delegates from the AFGE's 1,300 locals also overwhelmingly re-elected John Sturdivant as president and elected Bobby Harnage as secretary-treasurer. Harnage defeated incumbent Allen H. Kaplan by 385 votes. Delegates also re-elected Joan C. Welsh as director of the Women's Department.

Calling for dedication to the convention theme, "Tomorrow's Union Today," Sturdivant said the union will "continue to fight as a pro-active union leading the campaign to reform national health care, the Hatch Act and freedom of association."

AFL-CIO President Lane Kirkland told the delegates that this nation, while rallying for freedoms around the world, denies freedom of association here at home.

"We don't like the direction our country is heading and we certainly don't like the fact that millions of our brothers and sisters in the government work force are denied their full trade union rights," Kirkland said.

AFGE photo

AFL-CIO President Lane Kirkland calls for national collective bargaining law. At right is AFGE President John Sturdivant.

The challenge is to pass a "national collective bargaining law for public employees, one that gives them the rights afforded all other workers — and that is the right to organize and to bargain on all issues of concern to them."

AFGE has 225,000 members but bargains for more than three times that number, the union noted. The union believes a national bargaining law, allowing federal employees to bargain wages and benefits as well as working conditions, is critical to larger membership and better representation of federal workers.

The delegates voted to increase per capita from $7.50 to $10.50 per member per month by January 1994, with a 50-cent increase taking effect October 1991.

The resolution to raise the per capita also called for a study of the union's structure by a committee of two people elected from each district and an outside expert. The recommendations of the committee will be voted on by each local.

Also addressing the convention was AFL-CIO Vice-President Lenore Miller, who called for renewed commitment to labor during a time of anti-union activities.

"In spite of our problems and challenges, unions must be stronger to turn obstacles into opportunities," she said.

The delegates also participated in workshops on constitutional and internal policy, representation and service, union building, and political and legislative goals.

Other speakers were Rep. Esteban Torres (D-Calif.) and Ron Brown, chairman of the Democratic National Committee.

COLAs enhance Westinghouse 3-year pact

By James B. Parks

Members of two unions have ratified a tentative contract agreement with Westinghouse Electric Corp. that provides a 13 percent increase in wages and cost-of-living adjustments.

"This is a good settlement," said Electronic Workers President William H. Bywater, who chairs the Coordinated Bargaining Committee of GE-Westinghouse Unions, which represented the unions in the negotiations. Bywater said factoring in the COLAs makes the contracts "one of the better" deals of recent bargaining.

The IUE and unaffiliated UE approved the contract in votes earlier this month. The Electrical Workers will complete voting on the agreement Sept. 16. Other affected unions — Machinists, Steelworkers and Carpenters — are still considering the agreement. The national contract will form the basis for local agreements.

The settlement on Aug. 26 came after CBC and the company stopped the clock and negotiated through the midnight expiration deadline. The talks began July 24.

The contract calls for a package similar to the one recently approved by unions at General Electric. It includes a wage increase of 2.5 percent each of the first two years and 3 percent the third year, as well as five COLAs for a total of 13 percent over the term of the contract, Bywater said.

"Frontloading" in the GE contract — 3.5 percent the first year and 2.25 percent each of the last two years — made the wage increases slightly higher in that pact.

"We accomplished a number of our objectives. We are coming off a contract that had lump sums instead of wage increases and this has none. That was a major goal," said Richard Mills, international representative for the IBEW and a member of the negotiating team.

"I recommended it as the best settlement we could achieve under the circumstances," said George Poulin, vice president of the IAM. Poulin said the CBC coordination played a major role in securing the benefits in the new contract. "The unions working individually could not have gotten it," he said.

Pensions and health care were two top issues in the negotiations, Bywater and Mills said.

The Westinghouse agreement provides for averaging of the last three years of pay for pension purposes, instead of the five years under the GE plan.

The agreement also consolidates the various plans into one and retains some job security issues that would have expired with the last contract, Mills said.

On health care, the unions proposed successfully that 0.5 percent of the general increase be applied to lower the cost of health coverage. The health plan includes the same basic coverage with slightly higher premiums plus new optional managed care programs for drug and substance abuse, vision, dental, and prescription services.

Inbrief

Machinists ratify Bath Iron Works pact

Bath, Maine

A three-year contract that raises wages 9 percent for some 7,000 shipyard workers at Bath Iron Works was approved by Machinists Local 6 on a 3,422-656 vote.

Chief IAM negotiator Dale Hartford said the new accord, which went into effect Aug. 18, provides hourly pay increases of 3 percent in each year. Over the term, the pay rate for first-class mechanics steps up from $12.35 an hour to $13.50.

The agreement calls for a new health maintenance option and a choice of two indemnity plans that increase deductibles and out-of-pocket maximum payments. The payments are smaller for the plan with the managed care option.

A similar contract for 520 clerical workers represented by IAM Local 7 was ratified by a 97-percent vote. Average hourly pay in the old contract was $10.20.

Company pension contributions were raised from $11 a month per year of service for clerical workers to $16. For production workers, the pension benefit was raised from $15.50 a month per year of service to $16.50.

Nevada raises ante in political arena

Las Vegas

Delegates to the Nevada State AFL-CIO convention approved a per capita increase from 40 cents to 50 cents, effective October 1991, for the purpose of hiring a full-time legislative-political director.

The convention also honored retired Vice President Dick Thomas, a former secretary-treasurer of Teamsters Local 881. Thomas, a member of the state Industrial Insurance System board of directors since 1981, was elected a vice president of the state federation in 1988.

Speakers included Nevada Gov. Bob Miller; State Sens. Len Nevin, Hal Smith, Joe Neal and Nick Horn; Robert Georgine, president of the AFL-CIO Building and Construction Trades Department; Steve Protulis, support group coordinator for the national COPE; and Vincent Sirabella, director of organizing for the Hotel Employees and Restaurant Employees.

Wyoming vows fight against 'right to work'

Casper, Wyo.

Delegates to the 28th Wyoming AFL-CIO convention pledged to educate workers in the state about what "right to work" really means.

"In 1963 we were $3,000 above the national average in per capita income," said state federation President Neil Tyree. "Today, we are $3,000 below the national level. We certainly attribute that to the 'right to work' law."

The delegates also voted on 20 resolutions, including a renewed commitment to enactment of a national health care policy and passage of S.55, the Workplace Fairness bill.

All officers were re-elected to their posts. Nelba Green of the Food and Commercial Workers will join the executive board.

Texas to look closer at future candidates

Austin, Texas

Delegates to the 31st Texas AFL-CIO convention re-elected President Joe Gunn and Secretary-Treasurer Jackie St. Clair and voted to raise the per capita from 50 to 55 cents.

In two constitutional changes, the delegates increased the terms of office for the president and secretary-treasurer from two to four years and increased the members of the executive board from 50 to 59.

The delegates also passed a resolution stating the state federation's displeasure with Democrats' votes on important issues.

The delegates said they will be more selective in their support and, if there is no viable candidate, will consider backing candidates not from the two major parties.

Several educational workshops were conducted including the affect of the maquiladora industry on Texas workers, the status and focus of workers' compensation and workplace safety.

The delegates received good news after the convention, when Gov. Ann Richards signed a bill to allow state employees to pay their union dues through payroll deductions.

Partial ban on pesticide leaves workers at risk

By Candice Johnson

The Farm Workers have charged that the Environmental Protection Agency's action to limit the use of the pesticide parathion is a "cheap ploy" that will still allow the deadly nerve gas to be used on nine crops — or about 60 percent of its normal use.

The EPA had reached a settlement with the maker of the pesticide banning its use on some crops in the United States.

But the UFW pointed out that the nine crops on which parathion can still be used — alfalfa, barley, canola, corn, cotton, sorghum, soybeans, sunflower and wheat — account for 60 percent of the pesticide's total use.

The agency said it would consider banning the remaining uses of parathion "in the near future," but UFW President Cesar Chavez called the continued risk of parathion poisoning to both farm workers and communities "unacceptable."

"By permitting aerial spraying of this deadly pesticide," the EPA is permitting "our environment and water supply to be poisoned," he said.

Chavez pointed out that as little as 5 percent of pesticides applied by air actually hit their targets, while the remainder "drifts and poisons the air, soil, water and people in the surrounding area."

A decade ago, EPA said it would address a ban on parathion, Chavez noted. "Now, 10 years later, more than 650 field worker poisonings and 100 deaths later, they ban 40 percent of the usage," he said. EPA simply is giving "manufacturers of this deadly pesticide time to get rid of the surplus," he added.

The chemical, a form of nerve gas, has been blamed for deaths and injuries as workers breathe it or absorb it through their skin while mixing, loading and applying the pesticide. Deaths also have resulted from workers re-entering treated fields or being exposed to contaminated clothing.

Symptoms of parathion poisoning include headache, dizziness, loss of coordination, nausea, vomiting, diarrhea and general weakness. In severe cases it causes blurred vision, labored breathing, drooling, muscle spasms, coma or death.

California Environmental Protection Agency official Veda Federighi said the state recorded about 70 deaths each year from parathion in the early 1970s. About 22 per year were recorded between 1978 and 1980, she said.

The UFW also is seeking a total ban on phosdrin and guthion.

In 1988, Chavez fasted for 36 days to focus attention on the price "in lives and health" that farm workers and their families pay because of exposure to dangerous pesticides used in the fields.

FIET marshals international union forces

SEIU photo

FIET Congress delegates join in a march to protest the refusal by Apple Computer to recognize the rights of janitors to join the Service Employees.

San Francisco

The world congress of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) reaffirmed its determination to establish worldwide policies on white-collar workplace hazards, family leave and the impact of regional trade agreements.

Delegates to the world congress also marched on behalf of Bay-area workers — a strong affirmation of the international trade secretariat's commitment to solidarity across national boundaries.

The delegates selected Jochen Reichert of Germany as president to succeed Bengt Lloyd of Sweden. Other officers elected include Phillip Jennings of Wales, the acting general secretary, to a full term; Gary R. Nebeker, vice president of the U.S. Food and Commercial Workers as first vice president; and Maj-len Remahl of Finland as second vice president.

The convention noted that the proliferation of computer technology in poorly-ventilated buildings creates a health hazard for workers, causing muscle and eye strain, headaches, stress and fatigue.

Other resolutions called for the federation to actively promote equal employment opportunity and pay equity for women, family-leave programs, state-funded health, pension and unemployment benefits, better child care and vocational training.

Speaking to the delegates, AFL-CIO President Lane Kirkland emphasized the congress' theme, "Shaping the Future Through International Union Solidarity."

"More American unions are learning that international work is not an abstract activity that is distant from the daily affairs of trade union life in our own country," Kirkland said, "but rather an essential element in responding to the challenges brought on by the growing power of multinational corporations.

"The global marketplace, the rapid mobility of capital, the inscrutable nature of flags over workplaces, and the indifference of corporate managements to national values and aspirations that do not translate into profit are facts of life that trade unionists cannot wish away," he said.

He reminded the delegates that recent events in the world ratify "our long-held belief that the real story of freedom — and what it takes to get it — does not take place in the courts, the ministries or the counting houses of the elite. It is authored in the workplaces and in the streets — wherever ordinary working people courageously rise to their feet and demand their fundamental rights."

The AFL-CIO is committed to encouraging its affiliates to becoming involved in the international trade secretariats, Kirkland said, and the federation has joined in FIET's campaign against the anti-union Food Lion supermarket chain, he said.

FIET is one of 14 trade secretariats that promote workers' causes in a specific trade or industry like metal, mining or postal work. FIET has almost 11 million members belonging to 365 trade unions in 107 countries. Five AFL-CIO affiliates — UFCW, Service Employees, Office and Professional Employees, Professional and Technical Engineers, and the Retail, Wholesale and Department Store Union — are part of FIET.

Congress delegates demonstrated that spirit by marching in solidarity with janitors who clean Apple Computer's Silicon Valley facilities. The workers have been denied the right to organize and bargain collectively as members of SEIU.

The FIET Women's Conference preceded the congress and featured addresses by AFL-CIO Vice Presidents Lenore Miller of RWDSU and Joyce Miller of the Clothing and Textile Workers; Shirley Carr, president of the Canadian Labour Congress; UFCW Vice President Pat Scarcelli; Rep. Nancy Pelosi (D-Calif); Irene Sundelin of Sweden, president of FIET's Working Women's Group; Ursula Engelen-Kefer, vice president of the DGB, Germany's labor federation; and former San Francisco Mayor Dianne Feinstein.

Unions seek extension of asbestos rules

The Service Employees and AFSCME called for extension of a federal asbestos control program, which now only covers schools, to include all public and commercial buildings.

The unions said they were encouraged by the results of a recent study evaluating the implementation of the Environmental Protection Agency's asbestos in schools program. That report, released by EPA July 30, showed EPA's abatement program rules are working and could be implemented in other buildings.

"This report proves that asbestos-in-schools rules work," said SEIU President John J. Sweeney. "The right to know about asbestos hazards must now be extended to protect the rest of us that live and work in the 730,000 other buildings that the EPA claims contain potentially dangerous asbestos materials."

AFSCME President Gerald W. McEntee said the EPA report is "further proof that we can and must protect our citizens from deadly asbestos in our schools and in all public and commercial buildings."

The report, he said, "debunks the myth spread by critics that the regulation would cause hysteria and result in squandering of billions of dollars to rip out all the asbestos in our schools."

SEIU petitioned EPA in 1983 for asbestos regulations for all buildings, but the agency refused. Then the asbestos in schools program was mandated by the Asbestos Hazard Emergency Response Act (AHERA) and the agency reluctantly issued regulations.

Several unions, including SEIU and AFSCME, have sued EPA in an attempt to force the agency to issue an inspection rule for non-school buildings.

UFCW files wage chiseling charges against Food Lion

Continued from Page 1

would threaten me with . . . demotions, firings, and they would actually write me up for lack of production."

Belinda Faye Lyle, a Food Lion meat wrapper in Fayetteville, N.C., said she worked off the clock every week. "I've gone in there on Saturdays and never had an hour (of compensatory time) and worked all day long. All day long (off the clock)."

UFCW's investigation uncovered violations of the Fair Labor Standards Act in 141 stores in 88 cities in seven states. Based on that information, the union claims $64.6 million is a "conservative estimate" of the profit Food Lion makes on off-the-clock work. The company's 1990 net after-tax profit was $172 million on sales of $5.6 billion.

The complaint asks the Labor Department to file a class-action suit for back wages and damages for all present and former Food Lion employees for three years, as well as civil penalties. The union also is seeking an injunction preventing management from operating the company's "effective scheduling" system in a way that causes illegal off-the-clock work.

Finally, the workers are seeking a preliminary injunction to prevent the company from threatening to sue managers for indemnification of damages paid by Food Lion of FLSA violations and from disciplining workers for working or reporting off-the-clock work and for failing to meet "effective scheduling" requirements.

Food Lion, headquartered in Salisbury, N.C., is the nation's fastest-growing food chain with more than 800 stores and warehouses in 11 states. Most of its stores are in the Southeast. It has 23,000 full-time and 24,000 part-time employees.

Food Lion's profit, which exceeds the industry average, is not derived from efficient operation, the union said, but from wage chiseling and other unfair labor practices.

"If not removed, this unfair advantage will force Food Lion's competitors to choose between obeying the law and thereby losing business to Food Lion, or emulating Food Lion's illegal practices to remain competitive," the complaint said.

UFCW's complaint also charges Food Lion management with deliberately falsifying and altering employee time records to remove hours that exceed those allowed by the "effective scheduling system."

Newsmakers

The Air Traffic Controllers have selected new leaders. **Barry Krasner** was elected president and **Joseph Bellino** was elected executive vice president, defeating **R. Steve Bell** and **Ray Spickler,** respectively. They began their three-year terms Sept. 1.

The president of the Brotherhood of the Maintenance of Way Employees has received a vote of confidence from union members. An effort to recall **Mac A. Fleming** was endorsed by only 47 of 824 eligible lodges. Had the motion been seconded by 50 lodges in one-third of the states and provinces in which the union has members, the recall question would have been put to a membership referendum vote.

Bakery, Confectionery and Tobacco Workers Secretary-Treasurer **Graydon E. Tetrick** is retiring Sept. 30 for health reasons. The union's General Executive Board elected **Frank Hurt,** who has been serving as executive vice president, to replace Tetrick; International Representative **Gene McDonald** was elected to fill Hurt's office.

Edward P. McEntee and **Ronald P. McLaughlin** were elected to three-year terms as new officers of the Rail Labor Executives' Association. McEntee, a vice president of the Electrical Workers, was elected president, succeeding **Richard I. Kilroy,** who had headed the Transportation Communications Union. McLaughlin, president of the Locomotive Engineers, was elected secretary-treasurer, succeeding **James Kennedy.** RLEA also elected **V.M. "Butch" Speakman** of the Railroad Signalmen as vice chairman.

John J. Bavis, a National Mediation Board field mediator and former head of the Air Line Pilots at Eastern Airlines, has been appointed assistant executive director of the NMB.

The balloting is in for 1991 potential inductees into the Labor Hall of Fame. The results are: **Philip Murray,** 84 points; **Mary Anderson,** 82 points; **George Taylor,** 74 points; **William B. Wilson,** 69 points; and **Sidney Hillman,** 61 points. Murray and Anderson are expected to be inducted before the end of the year.

Lynn Rhinehart has joined the AFL-CIO staff as an occupational safety and health specialist with primary responsibility for legislative and regulatory issues, including OSHA reform. She previously handled health and safety issues for the Service Employees and worked on Capitol Hill.

AWARDS

The Marine Engineers District 1 and the Seafarers, along with the Energy Transportation Corp., honored the officers and crew of the S/S LNG Gemini, who received Mariner Medals from Secretary of Transportation **Samuel K. Skinner** Sept. 10. The vessel responded to a distress call Nov. 20, 1989, and retrieved survivors of a sinking bulk carrier in rough weather.

DEATHS

Joseph W. Joyce, secretary-treasurer of the Greater Boston Labor Council, AFL-CIO, died of cancer Aug. 31 at New England Deaconess Hospital. He was 71.

Joyce worked in the labor movement for more than 40 years, serving as recording secretary of Local 17 of the Sheet Metal Workers and vice president of the Massachusetts AFL-CIO.

In a letter to his widow, Geraldine, AFL-CIO President Lane Kirkland said, "For more than four decades, Joe dedicated his life to the pursuit of justice and dignity for every working man and woman. His five years of leadership at the Greater Boston Labor Council were years of accomplishment and progress for the trade union movement he loved so much."

In addition to his widow, Joyce is survived by three daughters, Maureen Planchak, Deirdra Creager and Regina Rack; four sons, Kevin, Brian, Stephen and Gerard; and 12 grandchildren.

George H. O'Bea Jr., vice president-at-large of the Paperworkers, died of a heart attack Sept. 7. He was 64.

O'Bea became a member of Papermakers Local 534 in 1949. He went on to serve as chief shop steward and president of the local, as well as international representative. O'Bea was elected vice president-at-large in 1959. At the time of his death, he was posted in Washington as legislative director and political action director for the union.

He is survived by one daughter and three grandchildren.

A memorial service for O'Bea will be held in the lobby at AFL-CIO headquarters on Sept. 20 at 11 a.m.

CORRECTIONS

There is no federal law requiring a bipartisan makeup of the five-member National Labor Relations Board, as the AFL-CIO News incorrectly reported in the Aug. 5 issue. However, since the 1940s, presidents have followed the practice of appointing three members from their political party and two from the opposition.

The newly created position by the Plumbers and Pipefitters was misstated in an Aug. 19 article. The UA convention delegates voted to create the position of administrative assistant to the general president and eliminate the position of assistant general secretary-treasurer.

'Labor cares, labor gives' to United Way

While workers may be hard-pressed by the lingering recession, they have continued to step up to assist others in need through the United Way, which last year raised more than $3 billion for the first time ever.

While the $3.1 billion figure was a record, however, it failed to keep up with inflation. The contributions were 4.4 percent more than was raised in 1989, while inflation was at 6.1 percent. Approximately two-thirds of the $3 billion was contributed by labor, representing an increase of $200 million.

"As the American worker endures the hardships of a sluggish economy, I'm sure they will continue to realize the importance of the United Way," said Communications Workers President Morton Bahr, chair of the National United Way Labor Campaign.

"Labor cares and labor shares," said AFL-CIO Vice President Moe Biller, president of the Postal Workers and chairman of the 1991 United Way Labor Campaign in the Washington area.

United Way officials said they were pleased about passing the $3 billion milestone under precarious economic conditions.

"Considering the economic and business climate in 1990, this giving record is absolutely astounding," declared United Way President William Aramony.

The same abysmal economic conditions are putting pressure on the health and social welfare organizations that the United Way serves, said Richard Fusco, senior vice president for marketing and resource development at the United Way. Many persons will go lacking if United Way falters, he said.

United Way officials estimate that approximately 80 million Americans contributed to the 1990 campaign, about the same as in 1989. But layoffs and other reductions at many corporations forced many United Way fundraisers to spend more time and effort soliciting small businesses.

Resources

PUBLICATIONS

Curing U.S. Health Care Ills, by the National Planning Association, describes the U.S. health care system as flawed and in crisis. Contact NPA, 1424 16th Street, N.W., Suite 700, Washington, D.C. 20036.

CONFERENCES

The AFL-CIO's 1991 Advanced **Southern Labor School** for union leaders is scheduled Dec. 1-5 in Hot Springs, Ark. Contact Ed Czarnecki, AFL-CIO Education Department at 202/637-5146.

Negotiation Workshops offered by the Indiana University of Pennsylvania will be held at IUP Oct. 27-Nov.1, Jan. 12-17, May 17-22, and June 21-26 and in Harrisburg, Pa., March 8-13. Contact the Department of Labor Studies, Keith Hall, IUP, Indiana, Pa. 15705.

The Sixth Annual Rhode Island **Conference on Labor-Management Relations,** featuring workshops on workers' compensation, public sector bargaining, interest-based bargaining and "the feminine model of labor-management relations," will be held on Oct. 9 in North Kingstown, R.I. Contact the Institute for Labor Studies and Research, 99 Bald Hill Road, Cranston, R.I. 02920.

SEIU members in, scabs out after settlement at hospital

Members of Service Employees Local 1199P unanimously approved a new contract with Canonsburg (Pa.) Hospital, ending a five-month strike that included the use of "permanent replacement" workers.

"The success of the agreement is due to the tremendous mobilization on the part of the labor movement in Washington County, said John Engelhardt, Local 1199P vice president. "We held daily rallies, where many of the supporters came from other unions."

Canonsburg Hospital, described by the union as the lowest-paying hospital in the area, hired 90 replacement workers during the strike. However, all 166 of Local 1199P's members are back to work.

The community and the labor movement "forced the employer to remove all scabs," Engelhardt said. At one of the rallies, more than 700 working people sat with their arms locked in human chains in support of the strikers.

Two Pennsylvania state legislators, Reps. Michael Veon and Clarence Bell have introduced legislation similar to the labor-backed H.R. 5 and S. 55 banning the use of "permanent replacements."

The Veon/Bell legislation prohibits the hiring of temporary and permanent replacement workers during a strike. Other measures in the eight-bill package will help to ensure that Pennsylvania's laws do not support or encourage the hiring of replacements.

"This package doesn't give labor or management an advantage. It's meant to put labor back on an equal footing in the collective bargaining process and give workers everywhere the rights they had before the government stripped them away," Veon said.

The workers were also assisted by the Federal Mediation and Conciliation Service, which brought the two sides together. "It is gratifying to me that the process of collective bargaining and mediation were effectively utilized by labor and management in reaching an agreement in this dispute," said FMCS Director Bernard DeLury.

The new contract includes provisions for seniority, a health and safety committee, political action checkoffs and pension benefit improvements. Prior to the agreement, workers experienced low staffing levels, low wages, and increasing co-pays for health insurance, the union said.

The seniority provision includes an improved job-bidding process and clarification of part-time versus full-time employment. In addition, retirees will receive from $75 to $100 more in their pensions as a result of the new agreement.

The economic provisions of the contract, health care and wage benefits will be settled in binding arbitration, Engelhardt added. The company is attempting to increase co-pays or decrease wages. However, they have a "poor case and we expect to do well."

ACTWU ratifies cotton agreement

Clothing and Textile Workers ratified a nationwide contract with cotton garment manufacturers that raises hourly wages by 70 cents over the three-year term and maintains health benefits.

The agreement, which covers 14,000 workers in Southern, Mid-Atlantic and Midwestern states, also affects an additional 24,000 workers covered under separate agreements. ACTWU members covered by the national contract make shirts, trousers and other cotton garments and work in distribution and retail centers.

ACTWU President Jack Sheinkman said the agreement would help ACTWU members keep their economic footing "as our nation continues to suffer through a recession." Sheinkman also called for a national health care program to remove the "unfair burden" placed on employers who provide a decent level of health care benefits for workers.

The contract increases pension benefits and adds a vision care and prescription drug program to the health care plan.

Unions help victims cope in aftermath

Continued from Page 1

the fatal blaze — an uninspected plant with locked doors, no emergency lights and unmarked exits — eerily resemble the 1911 Triangle Shirtwaist Factory fire in which 146 women and girls died when left without means to escape.

"Like you, I find it unfathomable that the conditions which killed 146 workers in the Triangle Shirtwaist fire. . . still exist today," wrote AFL-CIO President Lane Kirkland to Rep. William D. Ford (D-Mich.) and Sen. Edward M. Kennedy (D-Mass.). Kirkland called on the legislators to investigate the tragedy.

Ford's Committee on Education and Labor on Sept. 12 held a hearing on reform of the Occupational Safety and Health Act that focused on the Hamlet fire.

At that hearing, Rep. Pat Williams (D-Mont.) noted that the AFL-CIO for years has been warning that current deficiencies in the OSHA law means "tragedies are waiting to happen."

"Workers need to know that not a week has gone by, in the decade of the '80s or thus far in the 1990s, when representatives of workers — usually members of organized labor — have not been on this Hill, in this committee room, down at the Department of Labor and in the White House warning that this was going to happen," he said.

"Organized labor is right on this issue," Williams said. "If there's one group you can't blame, it's the workers and their representatives."

Rep. William Clay (D-Mo.) also addressed the issue of blame. He said he was appalled by the circumstances that permitted the loss of life in the Hamlet fire, and "to place the blame for this tragedy on too few inspectors is not a reason. It's an alibi. It's a cop-out."

"This government has been able to find money for many projects less worthy than the hiring of sufficient personnel to protect the safety of our workers," Clay said. "This Congress has recklessly refused to impose strict safety rules on businesses, and in an effort to accommodate the interests of those businesses, it has recklessly refused to enforce those. . . safety rules that it did put on the books."

A key question in the aftermath of the fire was the adequacy of enforcement of OSHA regulations. North Carolina Commissioner of Labor John Brooks told reporters that the state never had come close to complying with federal staffing standards for its OSHA division, and blamed budget cuts.

Peg Seminario, the AFL-CIO's occupational safety and health director, urged a federal takeover of the North Carolina OSHA program in a letter to OSHA director Gerard F. Scannell, in which she detailed the deficiencies of the North Carolina plan.

In the petition, Seminario noted that North Carolina has 22 qualified inspectors — 16 safety inspectors and six health inspectors — and another 13 apprentices, for a total of 35. In 1980, the "benchmark" number of needed inspectors was 202. In 1985, those "benchmark" figures were reduced to 77, still more than twice what the state had in 1990.

In its 1985 benchmark calculations, OSHA estimated the state would conduct safety inspections of the state's 3,213 high hazard manufacturing businesses — including the Imperial Foods plant in Hamlet, N.C. — once every two years. But in 1990, North Carolina inspected 100 manufacturing sites under its schedule for safety inspections, a rate of one inspection every 30 years.

Seminario pointed out that workers who charge they were discriminated against for calling attention to hazards must wait nearly a year (317 days) for a final determination of their complaints, despite a state law that requires determination within 90 days. The federal OSHA Act allegedly protects workers from such retaliation.

The AFL-CIO petitioned for the withdrawal of approval of state OSHA plans several times in the late 1970s, with Virginia and Indiana among them. In each case, the Carter administration began steps to withdraw approval, but those proceedings were halted by the Reagan administration before final steps were taken, Seminario said.

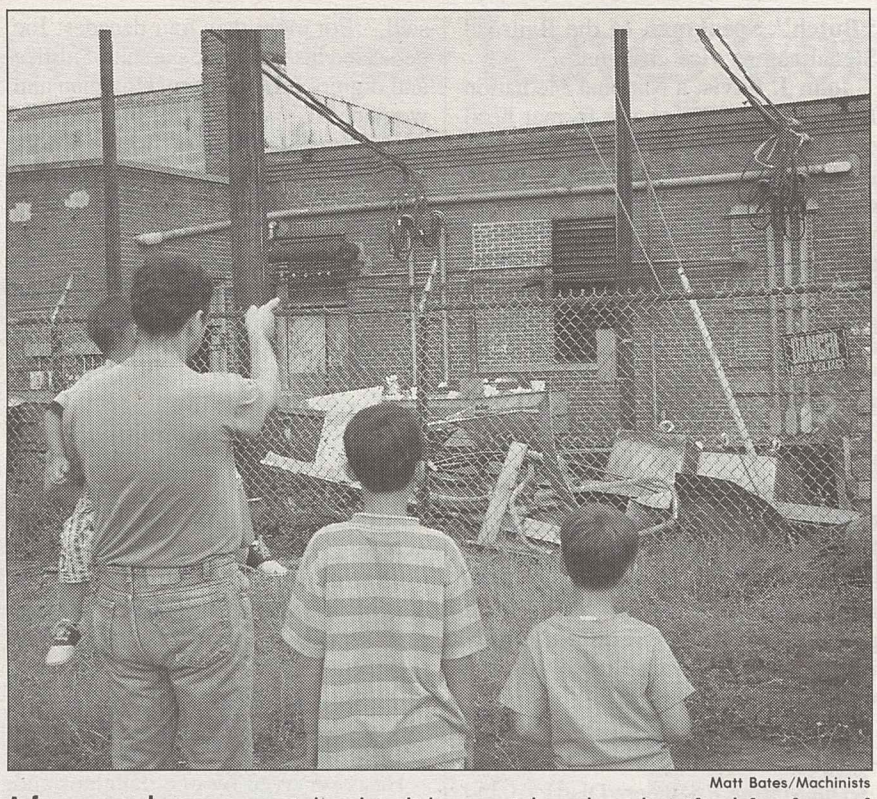
When the AFL-CIO Community Services Department dispatched Johnson and Fitzgibbon to help with relief after the tragedy, the Clothing and Textile Workers filled the first request — as burial clothes for some of the victims, as suitable clothes to wear to the funeral for others.

ACTWU's New York Joint Board gathered donations of 30 men's suits, 10 women's jackets, 23 men's shirts, 5 women's dresses and several other pieces of clothing from 10 manufacturers and sent them to North Carolina.

The acting president of the North Carolina AFL-CIO, James Andrews, and Roger Gathings, president of the Richmond County Labor Council, presented a check for $2,500 from the AFL-CIO to assist family members and victims of the fire.

Fitzgibbon and Johnson also organized legal assistance for plant workers and help in filling out forms for worker's compensation, unemployment and other government and health forms.

Meanwhile, the state AFL-CIO helped organize a vigil in front of the state legislature building in Raleigh, to remember the victims and renew the fight for greater workplace safety.



Matt Bates/Machinists

A former worker at Imperial, who did not wish to be identified for fear of retaliation, points out to his three sons where workers tried to get out of the burned-out plant. The man, who worked on the cooker for three years, said "That thing caught on fire two or three times, but they never fixed it. . . The company and all ain't going to worry about it. It's the families that's got all the worries."

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SEPTEMBER 16, 1991

AFL-CIO NEWS

INSIDE

1 ***UFCW says Food Lion exploiting workers***

The Food and Commercial Workers are pressing the Labor Department to help workers at the giant Food Lion chain recoup the $194 million in back wages owed them for working off the clock.

2 ***IAM first contract is sweet win at ARE***

Machinists Local 1910 in the driver's seat at American Racing Equipment, with a first contract that boosts wages 12 percent for the predominantly Hispanic work force.

3 ***Labor to testify at Thomas hearing***

The Senate will hear from union witnesses concerned about Supreme Court nominee Clarence Thomas's stand on workplace issues as confirmation hearings continue.

4 ***Frontlash efforts get Hispanic support***

Frontlash has enlisted the help of a growing number of Hispanics in its annual campaign to inform law students about union-busting law firms recruiting on campus.

9 ***COLAs are the key in Westinghouse pact***

Members of six unions are voting on a tentative settlement with Westinghouse Electric Corp. that provides a 13 percent increase in wages and cost-of-living adjustments.

10 ***UFW seeks total ban on deadly parathion***

The Farm Workers criticized the Environmental Protection Agency's partial ban on the deadly pesticide parathion as a "cheap ploy" that fails to protect workers and communities.

UNION YES

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Illegal imports of prison-made Chinese goods must be stopped, the AFL-CIO tells Congress. **See Page 9.**

AFL-CIO NEWS

VOLUME 36, NUMBER 21 SEPTEMBER 30, 1991

Unions forge pact of future at NYNEX

By Candice Johnson

In a remarkable turnaround two years after a bitter 100-day strike, unions representing 57,000 workers at NYNEX Corp. agreed to a tentative contract nearly a year before the current contract expires.

The unprecedented agreement with the second-largest of the seven regional Bell operating companies is a ''united union-management commitment to customer satisfaction and cost competitiveness,'' the parties said in a joint statement.

The agreement is the first NYNEX pact to be negotiated simultaneously with both the Communications Workers and the Electrical Workers and represents a startling departure from the contentious bargaining and ensuing strike in 1989.

CWA represents 39,000 NYNEX employees, mostly at New York Telephone Co., and IBEW represents about 18,000 workers, mainly at New England Telephone Co. Membership ratification votes are being scheduled.

The tentative accord provides for a 13.6 percent wage increase over the contract term and maintains fully paid health care benefits — the major issue in the 1989 strike.

The agreement also includes a possible cost-of-living adjustment and provides an increase in pension benefits. In addition, an increased pay differential for workers in New York City and some other areas is included.

The unions also won NYNEX's pledge that the company would remain neutral in union organizing efforts at its subsidiaries and would recognize the union off a card check of majority support at those units.

''It proves that from out of a hostile labor-management situation, when both sides are committed to respecting the

Continued on Page 7

Congress challenges Bush on UI benefits

By John R. Oravec

Thwarted by President Bush's refusal to release funds to help the nation's unemployed, Congress acted quickly to fashion another measure that would extend jobless benefits to some 3 million recession victims who have exhausted their regular 26 weeks of unemployment compensation.

House and Senate conferees ironed out particulars on the legislation — which would add up to 20 more weeks of payments for long-term jobless workers — shortly after both chambers passed separate measures by overwhelming margins.

Despite a renewed veto threat from the White House, the Senate voted 69-30 for passage — well above the two-thirds needed to override President Bush's rejection of the bill.

The House approved its measure twice — first, a week before the Senate action, by a vote of 283-125. Then, for procedural reasons on a slightly revised version, it approved the legislation by a veto-proof margin of 294-127.

A two-thirds majority by both chambers of Congress are needed to override a veto. If all 433 House members are to vote, 289 affirmative votes would be needed to reject Bush's veto.

The new bill declares that Bush's signature automatically triggers an emergency designation, releasing funds from an unemployment trust fund. Bush had signed the previous legislation but refused to declare the emergency.

AFL-CIO President Lane Kirkland said a long-term extension of jobless benefits is long overdue.

Noting that the nation's unemployment insurance system has been weakened severely by government indifference, Kirkland said, ''Only a minority of unemployed workers qualify and receive benefits at all.''

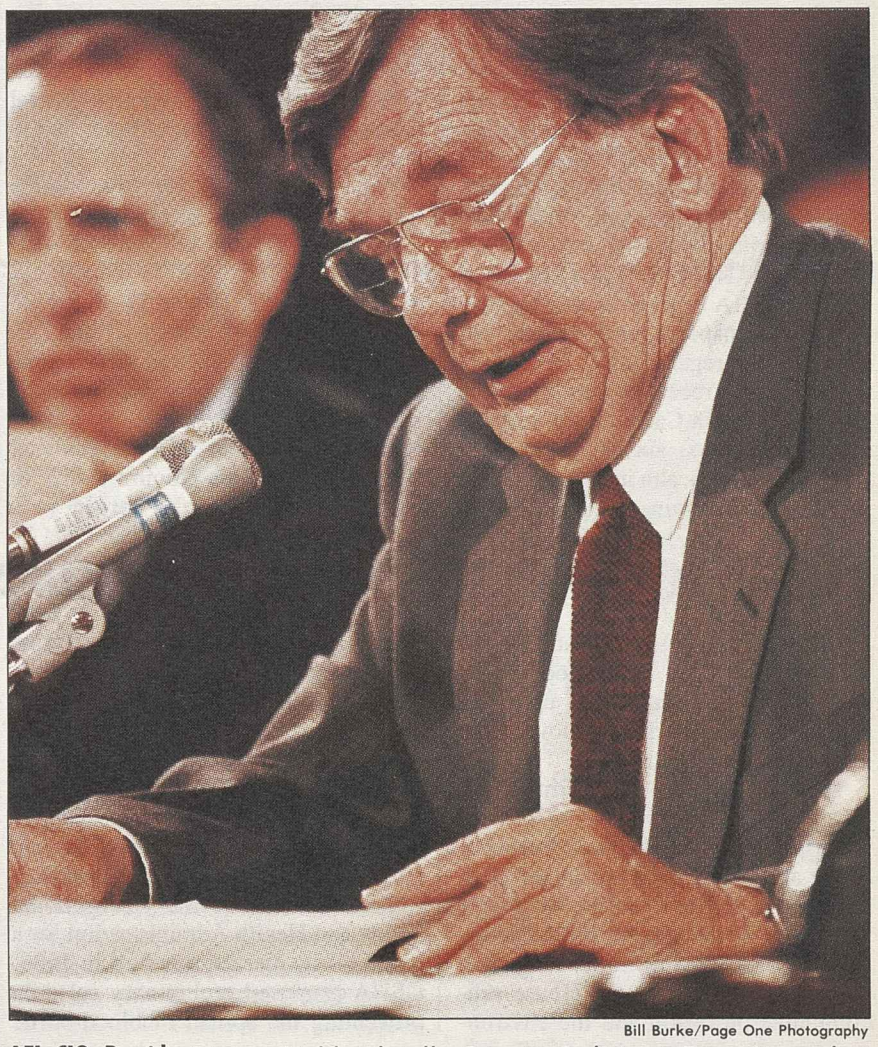
In August, barely 3 million of the 8.5 million officially jobless were drawing benefits. That left 5.5 million shut out of the system.

''All the pronoucements that 'prosperity is just around the corner' are of little comfort to the 3 million Americans who will use up their jobless benefits this year,'' Kirkland said.

But Bush said he would trash the benefits legislation. Speaking at a $1,000-a-plate Republican Party fundraising affair, he said he's tired of Congress ''sending me a bunch of garbage I will not sign.''

Besides the automatic trigger, which was not in the Senate bill, a major difference between the two congressional measures was the House stipulation that

Continued on Page 4



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland tells Senate Judiciary Committee that Clarence Thomas's views on government's role should disqualify him from sitting on the Supreme Court. Federation General Counsel Laurence Gold is in background. **See Page 3.**

Tragedy adds urgency to workplace safety reform drive

By Colleen M. O'Neill

The horrible North Carolina chicken plant fire has sharply focused public attention on the drastic need for reform of the Occupational Safety and Health Act.

In the aftermath of the fatal fire at the Imperial Food Products plant in Hamlet, N.C., Congress has gotten serious about the Comprehensive Occupational Safety and Health Reform Act (S. 1622 and H.R. 3160), which was introduced Aug. 1, one month before the fire.

One part of the reform legislation would give workers a voice in their own safety and health through the establishment of workplace committees in plants with more than 10 employees.

In the case of the Hamlet plant, North Carolina's Republican Gov. James Martin said, ''It is clear to me that such a requirement. . .could very well have led to a correction of the conditions which cost the lives of 25 good people.''

In opening hearings on H.R. 3160 before the House Committee on Education and Labor Sept. 12, committee chairman Rep. William D. Ford (D-Mich.) noted that ''We are meeting now because this deadly fire and loss of life should be a signal to us that there may be more Hamlets waiting to happen.''

''The awful truth is that such unsafe and unhealthful working conditions (as in Hamlet) exist in workplaces in every state in this country,'' testified AFL-CIO Director of Occupational Safety and Health Peg Seminario.

''Twenty years after the passage of OSHA, the promise of a safe and healthful workplace for all American workers is still far from a reality,'' she said. ''The OSHA law and OSHA program is failing to protect millions of workers.''

In addition to the workplace committees, the measure also would correct other major deficiencies by strengthening OSHA standard-setting and enforcement, extending OSHA coverage to federal, state and local government employees and providing a section on victims' rights.

Continued on Page 2

OSHA reform gets new impetus following tragedy

Continued from Page 1

The legislation also would:

- Provide for mandatory safety and health programs in all workplaces.
- Give workers the right to challenge weak citations and penalties.
- Give OSHA inspectors the right to quickly shut down dangerous jobs.
- Give workers the right to refuse unsafe work without fear of losing their jobs.
- Recommend jail terms and fines for employers who knowingly put their workers at risk of serious injury.
- Provide for mandatory safety and health training for all workers, along with mandatory safety and health standards on key hazards.

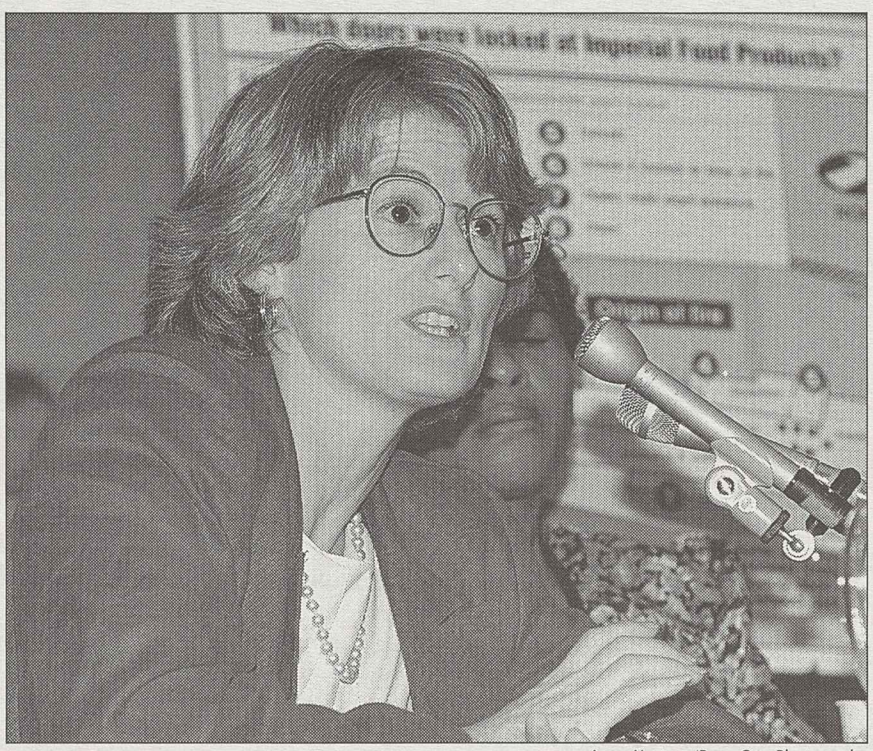
"Today the OSHA program is simply overwhelmed and not capable of dealing with the mounting safety and health problems confronting American workers," Seminario said.

"There are only 1,200 federal OSHA inspectors and about 800 state OSHA inspectors to inspect this nation's 5 million private-sector workplaces," she said. "We can't wait for government inspectors. We need a new approach at the workplace itself. We need to address safety and health problems before deaths, injuries and illness occur.

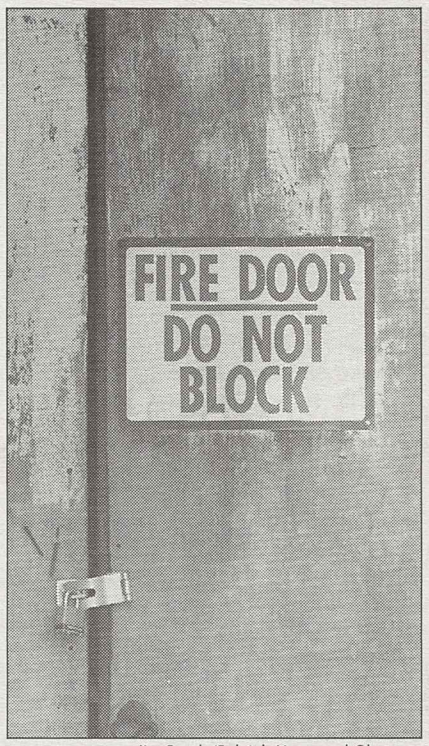
"If the OSHA reform bill were law," she said, "those doors in Hamlet, North Carolina, would have been unlocked."

The Hamlet fire highlights the weakness of many state OSHA programs. North Carolina is among 23 states and two territories that have been granted permission by federal OSHA to run their own plans and assume responsibility for job safety and health, provided certain conditions are met.

However, North Carolina had failed to meet OSHA criteria on staffing and number of inspections needed to enforce existing regulations. According to OSHA's most recent evaluation of the state plan, North Carolina had only 22 safety inspectors, six of whom were trainees, and 13 health inspectors, seven of whom were trainees.



Anne Martens/Page One Photography



Jim Bonds/Raleigh News and Observer

"If the OSHA reform bill were law, those doors in Hamlet, North Carolina, would have been unlocked."

— Peg Seminario
AFL-CIO safety director

In 1990, only 100 manufacturing establishments were inspected under North Carolina's general schedule for safety inspections, and only five general schedule health inspections were conducted.

The deficiencies of the North Carolina plan made so obvious by the Hamlet fire led the AFL-CIO to petition federal OSHA Sept. 11 to take over the program. Assistant Secretary of Labor Gerard F. Scannell, the administrator of OSHA, told the congressional hearing a re-examination of the state plan was under way.

In a meeting held Sept 20, Scannell and North Carolina Commissioner of Labor John C. Brooks agreed to a cooperative approach. Specifically, the federal OSHA program is to look at ways to help the state program hire additional inspectors and to work together on evaluations and revisions, according to a statement.

Seminario said the agreement "in no way addresses the basic inadequacies of the North Carolina program. The federal government is failing to meet its responsibility to assure the safety and health of all North Carolina workers."

"The program is so deficient it demands the federal government move in and take over," she said.

Besides endorsing workplace committees, Gov. Martin told the panel of his other plans to strengthen North Carolina safety enforcement, including a recommendation to all employers to review fire safety.

Martin also has asked for 27 additional health and safety inspectors and, if the inspectors were not added, the state would turn its responsibilities over to federal OSHA, he said. "If we are going to do it, we must do it right."

Before the hearing was over, Ford said he would try to strip OSHA enforcement power from all the states unless they could show good reason not to within 90 days.

He said the current system did not appear to be working and he accused state and federal OSHA authorities of "mutual finger-pointing."

Push for blood-borne disease standard gets union backing

Congress should pass legislation to put into effect Dec. 1 a blood-borne disease standard based on universal precautions, the Service Employees told a House subcommittee.

The measure, in the form of an amendment to the fiscal 1992 appropriations bill for the departments of Labor and Health and Human Services, passed the Senate Sept. 11 by a 99-1 vote. The House version of the money bill does not contain similar language.

In testimony before the House subcommittee on health and the environment Sept. 19, SEIU Secretary-Treasurer Richard W. Cordtz said "universal precautions are the only proven method to controlling the transmission of blood-borne disease in the health-care setting. Any changes in policy which undermine universal precautions will actually increase the threat of HIV transmission for workers and patients alike."

SEIU first asked the Occupational Safety and Health Administration for a blood-borne disease standard in 1986. OSHA proposed preliminary rules on preventing the spread of blood-borne diseases — such as acquired immune deficiency syndrome and hepatitis B — in May 1989.

The standard would require medical workers who can be exposed to blood, saliva and other body fluids to wear gloves, gowns, face masks and other equipment. If OSHA fails to issue final rules by the deadline, the proposed rules will take effect.

Opponents of the universal precautions standard support legislation introduced by Sen. Jesse Helms (R-N.C.) requiring disclosure of HIV status by health-care workers and patients. Cordtz told the panel that "it is a mistake to think that measures aimed at identifying and restricting HIV-infected health-care workers will not affect health-care workers or patients who are not HIV-infected."

"Such measures will have a substantial, negative impact on all health-care workers and all patients by increasing costs, undermining infection control and encouraging discrimination against anyone suspected of being HIV-infected," he said.

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LEGISLATION

Kirkland: Thomas ideological gladiator

Panel split sends nomination to floor without recommendation

By James B. Parks

Supreme Court nominee Clarence Thomas's attacks on government alone disqualify him from a seat on the high court, AFL-CIO President Lane Kirkland said.

"Judge Thomas's accomplishments — and the basis upon which he was selected by the President — are as a gladiator in the ideological arena," Kirkland said. "His pamphleteer's ability to reduce complex questions to caricatures and to belittle those who have a different social vision made him a hero of the right and its candidate for Justice (Thurgood) Marshall's seat."

Kirkland, testifying before the Senate Judiciary Committee, said the Thomas record is "deeply disturbing from the perspective of the trade union movement and of the working men and women of our unions."

The committee also heard from AFSCME Secretary-Treasurer William Lucy, president of the Coalition of Black Trade Unionists, and a variety of other civil rights and women's groups who opposed the nomination. The committee voted 7-7 on the nomination Sept. 27 and sent it to the full Senate without recommendation. The Senate could take up the matter this week.

Kirkland said Thomas's "extreme anti-government views betray a tragic lack of understanding regarding America's historical experience. As this nation has proved, democratic government is not the enemy of freedom. Neither unfettered 'property rights' nor unregulated markets answer all social problems. Democratic government is the means whereby Americans have always joined together to create for themselves and their posterity a more just, humane and free society."

Noting that Thomas has scorned Franklin Roosevelt for his "attack on property rights," Kirkland quoted the nominee as saying "the government's role is to assure a climate in which business can flourish and then stand back and stay out of the way."

Just ask "the families of those 25 workers who died behind locked doors in an uninspected North Carolina chicken plant," Kirkland said. "They don't believe that assuring an employer's unfettered 'property rights' is the answer to all social problems. Judge Thomas's idea that democratic government actions dangerously erode 'property rights' is an absurd and dangerous one in the modern era."

Thomas has scorned child labor laws, environmental laws, securities and banking laws, and product safety and workplace safety laws — the kind of government action we take for granted today, Kirkland said.

"From the building of the intercontinental railroads to the space program, from Social Security to the GI Bill, and from the Fair Labor Standards Act to the Occupational Safety and Health Act, the government's role has been to address social and economic problems in a way that ameliorates the abuses and failings of the marketplace and recognizes our human needs," he said.

"Judge Thomas does not grasp that truth. His public statements and writings assert that this body of legislation is not merely unsound but repugnant," Kirkland said.

"In his view, these basic statements of our reciprocal obligations to each other are "antithetical to freedom,' " he noted.

Kirkland said the AFL-CIO Executive Council's Aug. 1 vote against the nomination was based on his extreme anti-government views and his "unwillingness to enforce anti-discrimination laws" in his time at the Equal Employment Opportunity Commission.

But, Kirkland said, a third reason to oppose the nominee emerged during the hearings as Thomas and his handlers attempted to manipulate the confirmation process and to deny the Senate its constitutional role.

"Judge Thomas — refusing either to disavow or to accept any of his past statements — simply dismissed his life's work as beside the point," Kirkland said.

"This transparent effort to create an image of moderation and open-mindedness out of a record that demonstrates the very opposite views suggests 'mental reservation' and a 'purpose of evasion.' "

Lucy expressed "grave concern about the past injuries and the insensitivity heaped on workers...who sought redress and fairness" when Thomas headed the EEOC.

Lucy cited several of Thomas's statements which he said "strongly suggest that he believes that institutions should not be held accountable for their discriminatory behavior and should not be forced by government to change that behavior...As a black I have a difficult time visualizing Mr. Thomas as a Supreme Court justice addressing issues of fairness and equity that are crucial to millions of black Americans."

Compromise boosts family leave bill

By Mike Hall

Bipartisan Senate negotiators believe their amendments to family and medical leave legislation could win enough votes to override a threatened presidential veto.

The amendments, offered by Sen. Christopher S. Bond (R-Mo.), and backed by the bill's chief sponsor Sen. Christopher J. Dodd (D-Conn.), still require employers to give workers up to 12 weeks of unpaid leave for the birth or adoption of a child or the serious illness of either the employee or an immediate family member.

The bill covers firms with 50 or more workers and requires employers to protect the workers' jobs and to provide continuing benefits during leaves.

Most of the changes were designed to address employers' concerns about tightening eligibility and reporting requirements for workers. For example, employees would have to give 30 days' notice, when possible, for foreseeable leaves, such as births, adoptions or planned medical treatments. It also requires a medical certificate to justify the need for the leave.

"It seems unreasonable for those who continue to oppose this legislation to simply say 'never,' " AFL-CIO Legislative Director Robert M. McGlotten said in a letter to members of the Senate.

The bill, S.5, exempts part-time workers who work less than 25 hours per week and "key employees" — those in the highest-paid 10 percent of the work force.

"With these and other changes, the family and medical leave legislation becomes a truly manageable public policy to address the needs of the work force of the future," McGlotten said. "This is a policy designed for the average worker who must take time off from the job to cope with a family emergency, but who needs to have that job back when the emergency is over."

> ***"It seems unreasonable for those who continue to oppose this legislation to simply say 'never.' "***
>
> **— Robert M. McGlotten**
> **AFL-CIO Legislative Director**

Bond said he hoped the administration would accept the compromise, but he admitted that the White House has not changed its position on the legislation. Last year, President Bush vetoed similar legislation despite his campaign promises to support family leave.

A recent study of four states with similar leave policies showed that "well over 90 percent of the employers found these state laws easy to implement," Dodd said during a Washington press conference.

Other studies, Dodd said, have shown family leave policies result in "tremendous savings to employers in terms of employee training, productivity. loyalty and absenteeism."

While some companies have similar policies, Bond said, others have policies "that are actually hostile towards families. Those are the employers we are trying to reach with this legislation."

Dodd pointed out that former Reagan administration Surgeon General C. Everett Koop backs the legislation, citing family leave policies that are deeply integrated in other countries. "There are obvious lessons in this for the United States," Koop has said. "Children remain our most precious national resource. It's high time we begin to treat them as such."

Sens. Edward M. Kennedy (D-Mass.), Wendell H. Ford (D-Ky.) and Dan Coats (R-Ind.) announced their support of the compromise at the news conference. Ford is the Senate majority whip.

While no schedule has been set for floor action, the bill's backers hope to have it before the full Senate in early fall. After the Senate votes, the House is expected to act quickly on the legislation.

Capitol Digest

The labor-backed Construction Safety, Health and Education Improvement Act cleared a major hurdle when the House Education and Labor Committee approved the measure 25-14.

"We believe this legislation, if adopted, will significantly improve safety and health at construction work sites," said Robert M. McGlotten, the AFL-CIO's legislative director. "It will also lay a sound foundation for comprehensive reform of the Occupational Safety and Health Act as it concerns all industries."

Construction accidents claim about 2,500 lives annually and account for another 300,000 serious injuries.

The bill, H.R. 1063, would create an office of Construction Safety, Health and Education within the Occupational Safety and Health Administration and would require more stringent reporting of accidents and deaths.

It also would establish safety management systems at multi-employer projects and set requirements for safety and health programs, including construction safety training for workers and OSHA inspectors.

Hearings have not yet begun on a similar Senate bill, S. 673.

Elsewhere in Congress:

HIGHWAYS — House members are drafting new legislation reauthorizing federal highway and mass transit funding. The original bill, H.R. 2950, contained a 5-cents-a-gallon increase in the gasoline tax as part of its funding mechanism. The new bill probably will authorize the same $150 billion spending level as the first, but spread the spending over six years instead of five. About 1 million jobs will be created by the legislation. The Senate passed a smaller reauthorization earlier.

MINERS' HEALTH — More than 120,000 retired coal miners and their beneficiaries could lose their health benefits if Congress doesn't implement recommendations from a special commission, Mine Workers President Richard L. Trumka told the Senate. The commission recommended spreading to the entire coal industry the cost of benefits for "orphan" beneficiaries, who are not covered by a plan because their employer is no longer operating or is not a signatory to a current coal wage agreement.

WORKPLACE MONITORING — About 10 million American workers are monitored by covert electronic surveillance devices at job sites across the country. Communications Workers President Morton Bahr told the Senate Labor and Human Resources' employment and productivity subcommittee that employer snooping often violates workers' privacy rights, and studies have shown such monitoring adversely affects workers' health. Bahr urged the subcommittee to approve a Senate bill, S. 516, which would give workers the "right to know" when and under what conditions such monitoring occurs.

Senate, House pass UI bills by big margins

Continued from Page 1

the extension of benefits be permanent. Conferees agreed to Senate language stating the extension would expire next July 4, with the immediate focus on easing the plight of the recession victims.

Even though the White House insists that the recession is over and the economy is in recovery, Labor Department reports show that some 300,000 long-term jobless workers have been exhausting their regular benefits nearly every month through much of 1991.

In July alone, 334,000 jobless ran out of regular benefits, according the Bureau of Labor Statistics. Because of the flat economy, historical trends suggest that the number of workers who exhaust benefits will remain at or 300,000 for months to come.

In renewing his veto threat, Bush insisted that the $6.4 billion cost of funding the benefits extension would bust the federal budget.

But Democratic leaders pointed out that there is a surplus of nearly $8 billion dollars in the unemployment trust fund, which was set up for high unemployment emergencies. They also noted that Bush has no difficulty finding funds to meet foreign crises, but cries poverty when Americans are trapped by economic conditions of his own making.

Congressional Democrats were enraged by Bush's labeling of the legislation as rubbish at the Republican fundraiser in New Brunswick, N.J.

That remark shows he "is out of touch with the way the average working families live," said House Majority Leader Richard Gephardt (D-Mo.).

"This is the president's domestic agenda: mingling with the millionaires, raising campaign funds, calling the recession no big deal and referring to unemployment benefits as garbage."

Sen. Lloyd Bentsen (D-Texas), chief sponsor of the Senate bill, said, "Garbage is not the kind of word you'd expect from a kinder and gentler president."

Before the conferees met, House Speaker Thomas S. Foley (D-Wash.) said it was essential that the final bill Congress sends to the president incorporate the House language for an automatic triger on the benefits extensions, rather than again giving Bush the option of signing legislation and refusing to fund the benefits.

Bush probably will get the new legislation this week. The Senate was expected to take up the compromise bill Sept. 27, while the House scheduled a vote for Oct. 1.

Prior to both the House and Senate votes, state AFL-CIOs targeted key lawmakers, including many Republicans, in an effort to shore up support for the bills and build a veto-proof barrier around the legislation.

Thirteen Republicans, mainly from states whose jobless rates exceed the national average of 6.8 percent, joined 56 Democrats in the approving the Senate bill. All 30 "no" votes came from Republicans.

In the first House vote, 48 Republicans joined 234 Democrats and one independent in approving the bill; 18 Democrats and 107 Republicans voted against the measure. On the second vote, 243 Democrats, 50 Republicans and one independent approved the measure. Eighteen Democrats and 109 Republicans opposed it.

The compromise agreement, based on unemployment rates in various states, would provide the long-term unemployed in 31 states with an added seven weeks of benefits, 13 states and the District of Columbia with 13 more weeks, and six states and Puerto Rico with 20 more weeks.

The effective date of the legislation is Oct. 6, but unemployed workers who exhausted their benefits on or after March 1 would be included. The programs expire July 4, 1992.

The current unemployment insurance law does provide for extended benefits. But it's so stringent, that only one state — Rhode Island — qualifies for those payments.

In welcoming the House passage of the bill, H.R. 3040, AFL-CIO Legislative Director Robert M. McGlotten said the extension is vitally need for the long-term unemployed whose benefits ran out but have not been able to find a new job.

Unlike the legislation passed in August, McGlotten noted that the new House bill does not give Bush a "back door" to slip through — by signing it into law, shedding a crocodile tear for the millions of jobless and then refusing to release funds for the benefits.

Before the Senate voted final approval on its bill, S. 1722, members rejected a substitute measure, 57-42, by Sen. Robert Dole (R-Kan.) that would provide only a 10-week extension. It also rejected an amendment by Sen. Phil Gramm (R-Texas) on a 60-39 vote to cut the capital gains tax.

Unemployment rose in 40 states since July 1990, the Bureau of Labor Statistics said.

Seven states recorded jobless rates of 8 percent or higher in July, compared with just one state a year earlier, BLS said.

Of the 271 metropolitan areas issuing employment data in July, 151 showed an increase of at least 1 percent and 55 had jobless rates of 8 percent and higher.

The highest rates were in McAllen-Edinburg-Mission, Texas, at 16 percent; Fall River, Mass., 15.8 percent; and Modesto, Calif., 14.8 percent.

SENATE VOTE

Rollcall of 69-30 Senate vote to extend unemployment benefits by 20 weeks. In the AFL-CIO reckoning, a yes vote for the measure is "right." (KEY: R — right; W — wrong; A — absent.) 56 Democrats and 13 Republicans voted "right."

ALABAMA	
HEFLIN (D)	R
SHELBY (D)	R
ALASKA	
MURKOWSKI (R)	W
STEVENS (R)	W
ARIZONA	
DECONCINI (D)	R
MCCAIN (R)	W
ARKANSAS	
BUMPERS (D)	R
PRYOR (D)	R
CALIFORNIA	
CRANSTON (D)	R
SEYMOUR (R)	R
COLORADO	
BROWN (R)	W
WIRTH (D)	R
CONNECTICUT	
DODD (D)	R
LIEBERMAN (D)	R
DELAWARE	
BIDEN (D)	R
ROTH, W. (R)	W
FLORIDA	
GRAHAM, B. (D)	R
MACK (R)	W
GEORGIA	
FOWLER (D)	R
NUNN (D)	R
HAWAII	
AKAKA (D)	R
INOUYE (D)	R
IDAHO	
CRAIG (R)	W
SYMMS (R)	W
ILLINOIS	
DIXON, A. (D)	R
SIMON (D)	R
INDIANA	
COATS (R)	W
LUGAR (R)	W
IOWA	
GRASSLEY (R)	W
HARKIN (D)	A
KANSAS	
DOLE (R)	W
KASSEBAUM (R)	W
KENTUCKY	
FORD, W. (D)	R
MCCONNELL (R)	W
LOUISIANA	
BREAUX (D)	R
JOHNSTON, B. (D)	R
MAINE	
COHEN (R)	R
MITCHELL, G.(D)	R
MARYLAND	
MIKULSKI (D)	R
SARBANES (D)	R
MASSACHUSETTS	
KENNEDY, E. (D)	R
KERRY, J. (D)	R
MICHIGAN	
LEVIN, C. (D)	R
RIEGLE (D)	R
MINNESOTA	
DURENBERGER (R)	R
WELLSTONE (D)	R
MISSISSIPPI	
COCHRAN (R)	W
LOTT (R)	W
MISSOURI	
BOND (R)	R
DANFORTH (R)	R
MONTANA	
BAUCUS (D)	R
BURNS (R)	R
NEBRASKA	
EXON (D)	R
KERREY, B. (D)	R
NEVADA	
BRYAN, R. (D)	R
REID (D)	R
NEW HAMPSHIRE	
RUDMAN (R)	W
SMITH, R.C. (R)	W
NEW JERSEY	
BRADLEY (D)	R
LAUTENBERG (D)	R
NEW MEXICO	
BINGAMAN (D)	R
DOMENICI (R)	W
NEW YORK	
D'AMATO (R)	R
MOYNIHAN (D)	R
NORTH CAROLINA	
HELMS (R)	W
SANFORD (D)	R
NORTH DAKOTA	
BURDICK (D)	R
CONRAD (D)	R
OHIO	
GLENN (D)	R
METZENBAUM (D)	R
OKLAHOMA	
BOREN (D)	R
NICKLES, D. (R)	W
OREGON	
HATFIELD (R)	R
PACKWOOD (R)	R
PENNSYLVANIA	
SPECTER (R)	R
WOFFORD (D)	R
RHODE ISLAND	
CHAFEE (R)	R
PELL (D)	R
SOUTH CAROLINA	
HOLLINGS (D)	R
THURMOND (R)	W
SOUTH DAKOTA	
DASCHLE (D)	R
PRESSLER (R)	W
TENNESSEE	
GORE (D)	R
SASSER (D)	R
TEXAS	
BENTSEN (D)	R
GRAMM, P. (R)	W
UTAH	
GARN (R)	W
HATCH (R)	W
VERMONT	
JEFFORDS (R)	R
LEAHY (D)	R
VIRGINIA	
ROBB (D)	R
WARNER (R)	W
WASHINGTON	
ADAMS (D)	R
GORTON (R)	W
WEST VIRGINIA	
BYRD, R. (D)	R
ROCKEFELLER (D)	R
WISCONSIN	
KASTEN (R)	R
KOHL (D)	R
WYOMING	
SIMPSON (R)	W
WALLOP (R)	W

Some 100,000 aerospace workers could lose jobs this year

By John R. Oravec

Workers in the U.S. aerospace industry are facing the loss of up to 100,000 jobs during 1991 due to cutbacks in defense spending, uncertainty in NASA projects and stiffer foreign competition.

While the United States should remain the world leader in aerospace during the 1990s, its dominant position in all markets is likely to tail off, a study by the Aerospace Industries Association said.

Defense spending reductions will take their toll in the longer run in other sectors with some 800,000 job losses overall through the mid-1990s, according to a separate study by the Defense Budget Project (DBP).

The overall impact will be the heaviest in states with a high level of defense-related purchasing activity as well as defense industry employment, the DBP study said.

States that will be hardest hit, according to the DBP private research group study, include California, 50,800 jobs; Virginia, 14,100 jobs; Connecticut, 7,100 jobs; and Hawaii, 2,000 jobs.

Earlier studies projected that some 55,000 federal and civilian employees of the Department of Defense would be affected by job reductions or transfers by 1997 with the closing of 31 major military bases and realignments in 28 other government facilities.

To help ease the impact of the job losses, $150 million in job training funds is being transferred from DOD to the Labor Department. The funds will be made available to states and communities that apply for assistance to operate retraining and re-employment assistance programs for workers displaced by base closing and defense cutbacks.

As defense spending tightened over the years, the aerospace industry has relied more heavily on export markets, the AIA said. But the study warned that firms in Europe, Japan and the Pacific rim countries, which have more support from their governments, are mounting efforts to cut into the edge that U.S. companies have held.

In the first six months of the year, 61,000 aerospace jobs had been eliminated, the AIA said. In 1990, the industry had an overall payroll of 1.27 million, down from 1.33 million in 1989.

Most cutbacks have been among administrative employees. Production workers lost the smallest percentage of jobs in 1990 — about 4 percent or 18,000 positions, the industry group said.

But the cutbacks are continuing. In early September, General Dynamics Corp. announced it would lop off another 1,500 jobs at facilities in California, Arizona, Arkansas and New Mexico next year. The reductions are on top of 3,000 others who are being laid off this year. Most of the cuts are in the company's Air Defense Systems Division.

General Electric Aerospace Co. also disclosed plans to slash another 1,400 jobs at facilities in New Jersey and Pennsylvania because of shrinking aerospace and defense markets. Last year, the company said it would eliminate 2,000 jobs through attrition and retirements.

Aerospace still has the largest foreign trade balance of any U.S. manufacturing sector, according to Commerce Department data. In the first seven months of 1991, U.S. airplane exports amounted to $13.3 billion, compared with imports of $1.9 billion. At the same time, U.S. firms exported $5.8 billion in airplane parts, while imports amounted to $2.5 billion.

Over the past three decades, the aerospace industry has shifted away from its traditional defense base, AIA figures show. Government contracts accounted for 80 percent of aerospace sales in the 1960s, compared with 55 percent in 1990. Meanwhile, exports rose from 7 percent of total sales in 1966 to 26 percent in 1990.

However, the U.S. advantage in overseas space projects is becoming more tenuous, the AIA said.

American firms dominated in the market as demand for space vehicles and launch services grew steadily during the 1980s. But now, at least seven nations offer launch facilities and space vehicles, the study noted.

UNION NEWS

Laborers raise per capita to foster growth agenda

By John R. Oravec
Las Vegas

The Laborers broke new ground at their 20th convention in approving a series of mandates to bolster organizing, job safety, staff training and political action programs.

Underscoring the need for sound funding of LIUNA's growth agenda, the more than 2,000 delegates voted overwhelmingly to raise the monthly per capita payments and the minimum on local dues, as well as adopting key resolutions to shape the union's goals over the next five years.

In his keynote address, LIUNA President Angelo Fosco noted that the union is encountering many of the same hurdles it faced when delegates last convened five years ago — hard economic times, labor's foes riding high in elected office and jobs lost in the foreign trade deficit. But with the initiatives launched then, the union made progress in difficult times, he said.

He pointed to marked accomplishments in safety and health efforts to eliminate hazards that members encounter daily on their jobs. And the start of a unionwide training initiative is already bringing dividends, he said.

Fosco told delegates that training would remain a focal point of the union's priority agenda, which includes specialized tutoring for union representatives.

"Our members deserve the best representation, and they are going to get it," he stressed. "In fact, this union will not rest until we realize a very important goal: training for every member of the Laborers' union."

Fosco said the organizing efforts would be stepped up in a range of sectors beyond the construction industry. They include federal, state and local public employees, service contract workers and health care as well as industrial plants linked to construction.

In addition to expanding operations of the LIUNA organizing department, the convention approved the creation of two new departments — communications and research and economics — to broaden services to members. Delegates also put priorities on political action efforts through increased participation in the Laborers' Political League (LPL) with voluntary payroll checkoff funds and wider involvement in international affairs.

To fund the new departments and expand membership services, the delegates approved a $2 increase in monthly per capita payments to the international. The increase will come in three steps, rising $1 to $6 in January 1992, to $6.50 in January 1993 and to $7 in January 1995.

The minimum monthly dues for locals was increased $5 from the current $10, also in three steps, rising to $13 next January, to $14 in 1993 and to $15 in 1995. For local unions already above the minimum, the rates will be raised $3, $1 and $1 in the same time frames.

Fosco and Secretary-Treasurer Arthur A. Coia were re-elected to new five-year terms by acclamation. Also returned to office were nine of the incumbent vice presidents who sought re-election. Elected for the first time was Enrico Mancinelli of Hamilton, Ont., as the 10th vice president.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told delegates that America's workers are paying for the inequities of "marketplace economics" instituted by the Reagan and Bush administrations.

"People are way ahead of politicians as to advancing real solutions to the nation's ills," Donahue said. On that basis, he urged that trade unionists judge all candidates on what they are going to do for workers and their families.

Donahue noted that labor's immediate priorities in Congress include the Senate passage of the ban on the "permanent replacement" of striking workers, extended unemployment benefits, health care reform, highway construction programs and the negotiation of trade agreements that protect U.S. jobs and vital industries.

Bud Federici/Affiliated Graphics

LIUNA delegates demonstrate for the re-election of President Angelo Fosco.

Sen. Tom Harkin (D-Iowa), who announced his candidacy for the Democratic Party's nomination for President Sept. 15, told cheering delegates that it is time to adopt an agenda that puts the needs of America's working families first.

With the changing international situation, Harkin said, "the real threat is that 37 million Americans are without health insurance. Tens of thousands of our kids are dropping out of our schools. Our people can't find decent jobs with decent pay and benefits."

To correct the inequities that emerged during the 1980s, Harkin said supply-side economics should be scrapped along with communism as failed systems.

Harkin called for adoption of "resource-based economics" with the priority of investing in America, its peoples' needs and the nation's infrastructure.

Other convention speakers included prospective Democratic candidate Jerry Brown, the former governor of California; Sen. Robert Packwood (R-Ore.), Reps. William Clay (D-Mo.) and Esteban Torres (D-Calif.); President Robert A. Georgine of the AFL-CIO Building and Construction Trades Department; Robert McCormick of the National Constructors Association and Peterson Zah of the Navajo Nation.

Actress Pamela Reed, daughter of the late LIUNA secretary-treasurer Vernon Reed, evoked tears and received a standing ovation from delegates in reminiscing about union activities she shared with her father.

AIW elects new officers, considers union restructuring

Pittsburgh

Delegates to the Allied Industrial Worker's 28th convention elected three new top officers and voted to create a restructuring commission to study "all aspects" of the union and make recommendations to the 1993 convention.

Nick Serraglio, secretary-treasurer since 1989, was elected president to succeed Dominick D'Ambrosio, who announced his retirement at the opening of the convention after holding the union's top post for 16 years.

Keith Kirchner, an international representative from Milwaukee, was elected secretary-treasurer. And Fred Norris, a local union president from Ecorse, Mich., was elected international board member at-large.

The restructuring commission was mandated to propose necessary constitutional changes for the next AIW convention. It would study all levels of the union to make services more efficient and economical, as well as to explore possible mergers with other international unions.

The commission is composed of all nine executive board members and a delegate and alternate from each of the six AIW regions. Its formation was proposed in a resolution that addressed the problems of a 15 percent membership decline over the last two years stemming from layoffs and plant closings.

Serraglio, 66, has been an AIW member since the early 1940s. He became president of a Cleveland local at age 20 and had been a regional director of the union for 18 years.

Kirchner, 43, had been a regional director based in Milwaukee for 15 years. Norris, 46, has been president of AIW Local 616 in Ecorse for 14 years. He defeated incumbent at-large board member Mary Gildea.

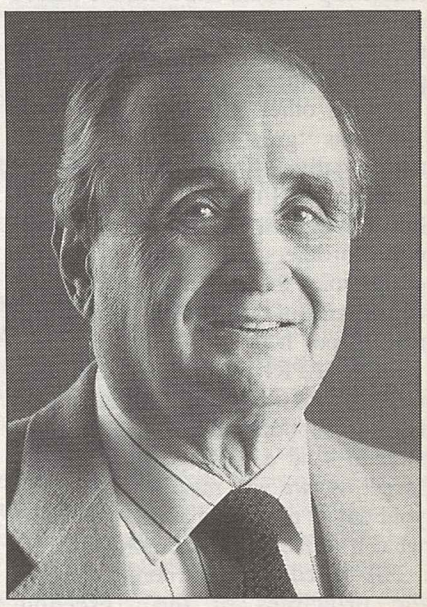
In a tribute to D'Ambrosio, delegates drafted a resolution that name the union's scholarship after him.

The convention called on Congress to establish a national health care system patterned after Canada's single-payer program and urged the Senate to pass S. 55, the Workplace Fairness Bill, which would prohibit the hiring of "permanent replacements" for strikers.

In other resolutions, delegates called for stepping up organizing efforts at new plants; assuring that political candidates to support the AIW's legislative agenda; continuing alternative strategies such as in-plant movements and corporate campaigns; and actively supporting changes in U.S. trade policy to protect American jobs.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told delegates that the massive turnout of trade unionists and allies at the Aug. 31 Solidarity Day demonstration clearly underscored a message for Congress to pass labor's legislative agenda.

President Lynn Williams of the Steelworkers decried the destructive efforts of American employers to develop a low-wage social order. He said it is the wrong approach to compete with other major industrialized countries that rely on high-wage economics and a well-educated work force.



President Nick Serraglio

Labor panel passes job training reform legislation

By Candice Johnson

With evidence mounting that the nation's job training program is not making the grade, the House Education and Labor Committee approved an amendment to reform the Job Training Partnership Act.

Based on reviews by the General Accounting Office and congressional testimony, the committee voted changes to JTPA to ensure that black and white female participants are treated the same as men and to expand funding for youth employment services. The committee also made JTPA participants eligible for jobs in clean-up and humanitarian relief after natural disasters.

JTPA "is vulnerable to waste, abuse and mismanagement" because of inadequate federal and state monitoring and guidance, a GAO investigation found.

A GAO review of 227 local JTPA programs in 16 states also found that white participants were more likely to receive classroom instruction and on-the-job training than black participants, who were more often referred to job search assistance.

Women received more classroom training than men, but often were trained for lower wage occupations, the report noted.

GAO had outlined those findings before the House subcommittee on employment and housing, but added that the difference in training "does not mean that equal opportunity laws have been violated" by the local programs. Those findings sparked legislators to draft the amendment — H.R. 3033 — and to ensure that participants receive comparable levels of service.

In its review of JTPA oversight, GAO found exessive on-the-job training contracts for lower-skill jobs at nearly all the sites reviewed, with the program operating more as a subsidy to local employers than a real training opportunity for workers, the agency noted.

Other serious shortcomings included the underreporting and misclassification of administrative costs and improper spending on program administration, which siphoned off dollars that could have been used for job training.

Studies found that JTPA "is vulnerable to waste, abuse and mismanagement" because of inadequate federal and state monitoring. The program sometimes operates more as a subsidy to local employers than as a real training opportunity for workers.

Under JTPA, more than 600 local programs provide employment and training services to young and adult workers, primarily through contracts with such community organizations as trade schools and community colleges. Classroom training, basic education skills, on-the-job training, work experience and job search assistance are the most common training activities.

A minimum of 70 percent of JTPA funds must be spent on actual training, with administrative costs limited to 15 percent.

The GAO's oversight review looked at 12 local programs, or service delivery areas, in six states and did not include for review those service delivery areas with known problems, earlier identified by the Labor Department's Inspector General.

But the results revealed a troubled program that too often is cheating those persons seeking real job training opportunities by limiting funds available for real training or wasting dollars on excessive on-the-job training.

The study also highlighted a lack of guidance from the U.S. Labor Department on key issues, particularly those uncovered earlier by both the GAO and the Department's own inspector general.

At 11 of the 12 surveyed sites, nearly three-fourths of the on-the-job training contracts for lower-skill jobs — such as dishwasher, hotel maid, car wash attendant and fast-food worker — exceeded the training period recommended by the Labor Department, which is 30 or fewer days.

Some 558 OJT contracts were arranged by the local programs reviewed; 407 exceeded the Labor Department's suggested training times at an excess cost of $250,000, the survey found.

On average, a worker might spend 65 days in an OJT program for hotel maids or meat wrappers, 45 days to learn to become a fast-food worker and 129 days, or more than six months, in OJT to become a car wash attendant.

At nine of the programs reviewed, persons were placed in OJT programs despite years of experience in the occupation for which they were being "trained." A tool and die worker with 12 years' experience underwent five months of OJT, while a custodian who had worked for 19 years was given three months' training.

And in some instances, OJT contracts were used to subsidize the wages of workers already on the job, and to pay for training normally provided by the employer. While the practice is not pervasive, GAO believes "that using OJT to subsidize a current employee's wages is an abuse of the program and should not be tolerated," the report stated.

The GAO also found significant errors in the reporting of administrative expenditures, ranging from 10 percent at one local program to 66 percent at another, despite JTPA regulations that outline how costs should be charged.

In some programs, salaries of managers or directors were wrongly charged as training costs. Five states permitted local programs to charge employment-generating activities, such as labor market studies and skill profiles, to a support service category rather than to administrative costs as the Labor Department has stressed.

As a rule, mismanagement and other program shortcomings were not discovered by either the required biannual audits or state monitoring, the GAO report said, stressing the need for more specific instructions and guidance from the Labor Department.

APRI seeks coalition for economic justice

By James B. Parks
Los Angeles

The A. Philip Randolph Institute will play a key role in turning the tide of anti-labor policies of the Bush administration, delegates to the APRI annual convention were told.

Meeting under the theme, "Building Justice, Quality and Progress in America," the delegates heard an array of speakers call for a multiracial coalition for economic justice in America.

"With the notable exception of the American labor movement, there has been no effective sustained response to the continuing Reagan-Bush right-wing attack on our coalition and our goals," said APRI President Norman A. Hill in his keynote address.

"Instead, we have suffered from a leadership vacuum and from the failure of many liberals and the U.S. Congress to respond effectively to the racial politics of the right wing," he said.

On the other hand, Solidarity Day 1991 was "great evidence of a multiracial coalition for economic justice in America," Hill said. "Labor's allies...marched alongside our trade union brothers and sisters. We gave proud voice that day to the aspirations and dreams of the working women and men of our land."

One of APRI's main goals, Hill said, is to monitor elected officials and lobby them to support the labor agenda and then to send a message that "if you forget us, we will make Election Day your day of reckoning and let you know what it's like to be unemployed."

Hill called for a new commitment to the principles of the "Freedom Budget" prepared 25 years ago by the institute's founders, AFL-CIO Vice President A. Philip Randolph and Bayard Rustin. The budget had among its goals a full employment economy and decent wages for working Americans. APRI will update the budget for 1992, he said.

Saying that full employment is an "economic mirage," Bricklayers President John Joyce called for an economic bill of rights that would guarantee food, housing, health care and employment for all Americans.

The events in Eastern and Central Europe show that people will rally around the principle of democracy, Joyce said. The political process in America must be changed so that people who are affected by economic decisions have a say in them.

Ken Young, executive assistant to AFL-CIO President Lane Kirkland, told the convention that Solidarity Day 1991 showed labor's enemies they cannot separate or divide the movement. He also commended the APRI and civil rights organizations for having "the guts to take a stand" against the nomination of Clarence Thomas to the U.S. Supreme Court.

Young assailed President Bush's economic policies, saying "economic advantage for the few...is the driving force" of the administration's international trade policy. Referring to the tragic Imperial Chicken fire, Young said an "unregulated free market leads to the gutting of OSHA laws and locked fire doors in North Carolina."

One highlight of the conference was the two-day workshop on redistricting. Panelists from various political action groups discussed current redistricting strategies and their political implications. The panel was chaired by Brooks Sunkett, vice president of the Communications Workers, and included John Dean, constituency liaison for the Democratic National Committee; Tony Harrison, a political consultant; and Judith Sanders, political action director of the Mexican-American Legal Defense and Education Fund.

Another panelist was Sonya Jarvis, executive director of the National Coalition for Black Voter Participation, a 40-member organization that includes the AFL-CIO, APRI and the Coalition of Black Trade Unionists. The group promotes voter registration and education about the political process.

The delegates also took part in workshops on recruiting youth members and senior members, media and communications, labor in the schools, community services, organizing and international affairs.

Other speakers included Edgar Romney, executive vice president of the Ladies' Garment Workers; William Stodghill, vice president of the Service Employees; Joseph Shantz, the AFL-CIO's director of organization and field services; John Henning, executive secretary-treasurer of the California State AFL-CIO; William R. Robertson, executive secretary-treasurer of the Los Angeles AFL-CIO; David Sickler, director of AFL-CIO Region VI; Rep. Julian Dixon (D-Calif.); Democratic National Committee Chairman Ron Brown and Professor Charles Hamilton of Columbia University.

A student conference sponsored by APRI and Frontlash was held in conjunction with the APRI convention. The students attending the conference heard special presentations by James Andrews, secretary-treasurer of the North Carolina AFL-CIO and Green Lewis, assistant director of the AFL-CIO's Organization and Field Services Department.

Students also participated in workshops on racism on campus, the labor movement and civil rights, coalitions with labor on campus and why workers need unions.

Unit of 1,800 selects UFCW

Liberal, Kan.

The Food and Commercial Workers were elected to represent some 1,800 meat-packing workers at National Beef Packing Co., the largest organizing victory in the packing-house industry over the past decade, the union said.

The workers — about three-quarters of whom are Southeast Asian or Hispanic immigrants — voted 863 to 671 for the UFCW in a National Labor Relations Board election.

Phil Immesote, vice president of the UFCW's food processing, packing and manufacturing division, said the major concern at National Beef was worker safety, although "benefits are always an issue in organizing campaigns."

In the early days of the campaign, he said, three workers died from exposure to toxic fumes in a "blood tank." The Occupational Safety and Health Administration now is investigating those deaths.

Other campaign issues were health care coverage, job security and speed-ups.

During the six-month organizing drive, UFCW members from plants as close as Dodge City, Kan., and as far away as Texas made the trip to Liberal to talk to workers about the benefits of union representation, while Asian and Hispanic organizers came from other campaigns to meet with the immigrant workers.

The victory margin of more than 200 votes was a dramatic turnaround from the vote against the union in 1976.

Accord will help unions, NYNEX 'grow together'

Continued from Page 1

goals and ideals of each other, we can turn the corner and make positive gains that are good for the workers and fair for the company," CWA President Morton Bahr said.

Bahr applauded NYNEX chief executive officer Bill Ferguson for realizing that a labor-management partnership can make "NYNEX a standout in the increasingly competitive telecommunications industry."

The settlement demonstrates that "when strong, profitable telecommunications companies deal fairly with their employees, it is to the benefit of everyone involved," he said.

IBEW President John J. Barry called the settlement "a pleasant contrast to what took place in 1989." He noted that following the strike, union and company representatives met to "open a dialogue that could help prevent a recurrence" of that dispute.

The unions set up committees to meet regularly with company officials and "to do what we're supposed to do — communicate," Barry said. As a result, "we achieved something unprecedented with NYNEX and hope to continue this harmony through better communication," he added.

Bahr said the agreement with NYNEX "represents a major leap forward" in the kind of "contract terms and labor relations policies we are demanding throughout the industry."

CWA has been pressing for "wall-to-wall" union recognition, with employers recognizing the union throughout their companies and subsidiaries. Companies that deal with the union in a partnership will "find the union most cooperative," he said.

At a New York news conference, CWA Vice President Jan Pierce, IBEW Local 2222 business manager Myles Clavey and NYNEX Vice President Jim Dowdall agreed that the settlement promised the beginning of a new relationship and "increased union-management cooperation and trust."

Pierce, who estimated that some 10,000 NYNEX workers could become union members, said the neutrality provision would help both the company and union "grow together." Following the strike, conversations between the parties sought "a new environment" for labor-management cooperation, he said.

Bahr said he would recommend that the settlement be used as the basis for next year's round of negotiations with other telecommunications employers and invited employers to begin negotiations. "Anyone who is interested in starting early will find a willing partner here," he added.

In an unrelated development, NYNEX announced it would reduce its management ranks by 1,875 jobs in an effort to streamline operations.

IBT wins one in long war with Overnite

By James B. Parks

After nine years of legal wrangling, the Teamsters are preparing for contract talks — the next battle in a long war with Overnite Transportation Co. — following an appeals court ruling that the company was guilty of unfair labor practices.

"We applaud the court's decision. This is the first good news we've had out of Overnite," said Louis Richard, a general organizer for the IBT. "But we just won the skirmish; the real war is yet to come."

The U.S. Court of Appeals for the 7th Circuit last month enforced a bargaining order by the National Labor Relations Board after ruling that Overnite, one of the last major unorganized cartage companies, violated federal labor law by interfering in a 1982 IBT organizing campaign at its Bedford Park, Ill., terminal. The company has been refusing to bargain since — ignoring NLRB findings or appealing them to the federal courts.

The ruling will force Overnite to bargain with IBT Local 705, Richard said, but it will not change the company's mind about unions.

Richard said the length of the case will make it more difficult to organize the workers at Overnite. Anti-union companies like Overnite use the legal process to stymie organizing and use the extended time span between filing an unfair labor practice charge and final resolution to weaken the union's chances of winning.

"The shifty labor management attorneys know full well they can drag it out if they want to" for years, Richard said. During that time they trim the pro-union workers off the payroll by firing them or forcing them out. "By the time the court says 'OK,' you have a new group of workers. They deplete your unit."

The company never intended to bargain with the union and through its behavior "was making good on a promise never to cooperate with the union," the court said.

According to court documents, the union and the company met six times in unsuccessful attempts to agree on a contract. The company remained intransigent, agreeing only to policies in effect at unorganized terminals.

The union made several concessions and was ready to accept the company's counterproposal with two modifications — requiring overtime pay and instituting the union's health and welfare proposal. When the company refused, the union pursued the NLRB filing.

Inbrief

Iowans vent anger at governor's veto

Waterloo, Iowa

Delegates to the Iowa AFL-CIO convention vented their anger at Republican Gov. Terry E. Bransted's attacks on collective bargaining.

Labor has filed suit challenging Bransted's veto of an appropriations bill that would fund a collective bargaining agreement for state workers.

Speaker after speaker at the convention, held Aug. 20-22, assailed the governor's stance, and a resolution to impeach him was introduced and referred to the executive board for consideration.

In other convention action, the per capita was raised from 89 cents to 93 cents, and Cathy Cody was elected auditor.

AFL-CIO Legislative Director Robert McGlotten briefed the delegates on the federation's efforts for national health care reform and Senate enactment of S. 55, the Workplace Fairness Bill, which bans the "permanent replacement" of striking workers.

Rep. David R. Nagle (D-Iowa) also addressed the convention. Nagle played a pivotal role in the 247-182 passage of H.R. 5, the House version of the Workplace Fairness Bill.

Education high on R.I.'s agenda

Providence, R.I.

More than 500 delegates attended the Rhode Island AFL-CIO convention, where they re-elected officers and adopted a variety of resolutions.

Edward J. McElroy Jr., president, and George Nee, secretary-treasurer, were re-elected by unanimous vote. McElroy has been president since 1977 while Nee was elected to his first full term after replacing James F. Kiley in March 1991, when Kiley retired.

The delegates also adopted resolutions on health care and education reform and urged increased support of the United Way campaign.

The urgency of health care reform was stressed by Ira Magaziner, co-author of "America's Choice: High Skills, Low Wages," a report urging changes in American education and job training. He said health care would become increasingly problematic as the American population ages.

North Dakota votes per capita increase

Jamestown, N.D.

A 5-cent increase in the per capita, to 85 cents per member per month, and several constitutional changes were voted by delegates to the North Dakota AFL-CIO convention Sept. 19-21.

Delegates amended the constitution to require statewide councils to have a minimum of 30 percent of that council's local unions as members in order to affiliate with the state federation. Another constitutional change, reflecting the national AFL-CIO recommendation, would allow delegates and affiliates access to the delegate list prior to conventions.

Elected as vice president, filling an open seat for District V, was Jan Miller; all other officers, including President David Kemnitz and Secretary-Treasurer Myron Yantzer, were re-elected without opposition.

Addressing the convention were: Sen. Kent Conrad (D-N.D.); Rep. Byron L. Dorgan (D-N.D.); state Labor Commissioner Craig Hagen and Treasurer Bob Hanson; Area COPE Director Randy Kiser; and Eli Cohen-Kagen, an attache from the Embassy of Israel.

Delegates also approved resolutions calling for national health care reform, workplace fairness and in support of a higher minimum wage for those businesses using the state's economic development loan fund.

Washington AFL-CIO scores labor board

Everett, Wash.

Delegates attending the Washington AFL-CIO convention urged an investigation of the National Labor Relations Board.

If it is uncovered that the board has failed to enforce labor law and its intent, the board should be dissolved, the delegates said.

The more than 500 delegates also endorsed Initiative 119, the "Death With Dignity" resolution that would allow patients not to continue medical care if they are terminally ill.

Delegates also passed resolutions calling for national health care reform, the right of privacy for workers engaged in any legal, off-duty activity and for a condemnation of fascist and racist hate groups.

BCTD reaches pacts for 6,000 at TVA

The AFL-CIO Building and Construction Trades Department has reached new agreements with the Tennessee Valley Authority covering 6,000 current maintenance workers and providing for an additional 11,000 project jobs over the decade.

The contracts, signed by the Tennessee Valley Trades and Labor Council and the TVA, include a project maintenance agreement and a separate construction project agreement.

Under the arrangement, TVA will no longer act as a contractor, but will follow the standard utility practice of hiring private contractors for major construction efforts. The agreement also provides for more flexibility in maintenance and modification work.

BCTD President Robert A. Georgine said the agreements "will stabilize the TVA work force and will assure TVA a continuing supply of skilled and productive workers."

Sturdivant inspects contaminated center

Government Employees President John Sturdivant strapped on a respirator to inspect the clean-up efforts at a Social Security Payment Center in Richmond, Calif., where an outbreak of Type A Legionnaire's disease occurred recently.

"AFGE will continue to monitor the progress of this clean-up effort to assure the health and safety of its members," Sturdivant stated. "And you can be sure that we will closely monitor the future maintenance of this facility as well to eliminate further health risks."

AFGE Local 1122 President Dave Mack and other local union leaders at the payment center were successful in closing down the center after the death of an employee, who worked for a janitorial contractor. They discovered that two other janitors were stricken and in serious condition, and that 12 people were ill with pneumonia or other respiratory ailments.

The 1,200 employees are on administrative leave until the cleanup and tests continue.

Brommer, Peterson elected in Minnesota

Minneapolis

Delegates to the Minnesota AFL-CIO convention elected Bernard Brommer and William Peterson to their first four-year terms as president and secretary-treasurer, respectively.

Brommer, formerly secretary-treasurer, was elected to replace Dan Gustafson as president when Gustafson retired in January. Peterson, president of the Minnesota State Building Trades Council, became secretary-treasurer at that time.

Among more than 100 resolutions were calls for reform of the nation's health care, education and workplace safety and health systems.

AFA ratifies United pact; Pilots assist Delta deal

By Candice Johnson

After nearly five years without a pay raise, Flight Attendants ratified a new 54-month agreement with United Airlines that will raise pay from 18 percent to 21 percent over the contract term.

Meanwhile, a new study warned that the deregulation of the airline industry could lead to the demise of other established carriers as they continue to sell off assets, declare bankruptcy or shut down — taking workers' jobs with them and leaving passengers with fewer and more costly options in the future.

Airline unions are pressing to hold their own in the often unfriendly skies, winning new contracts that limit "B-scale" categories and provide wage increases, while helping carriers maintain an economic edge.

The Air Line Pilots at Delta Air Lines agreed to extend their contract by 16 months, to help the carrier balance the "economic burden" of Delta's $1.39 billion purchase of Pan American World Airways assets. The contract, which now covers about 8,300 pilots, was extended from Sept. 1, 1993, to Jan. 1, 1995, and provides for a 2 percent wage increase over that period.

Another 728 Pan Am pilots will transfer to Delta and will reach pay parity with their counterparts by 1995.

The Transport Workers, representing some 28,000 mechanics and ground workers at American Airlines, reached a tentative agreement to extend their current contract for two years, to March 1, 1995. Mail ratification ballots will be counted on Oct. 4.

The Flight Attendants' pact with United provides initial wage increases of 6 percent to 9 percent to the 16,000 attendants, with 4 percent pay increases in each of the following three contract years.

The contract, ratified by a 8,083 to 4,224 vote, "proves that unity and solidarity can win any battle," said AFA President Dee Maki. United attendants had been without an agreement since November 1987.

Diane Robertson, who heads the AFA's United master executive council, said negotiators were successful in rejecting more than 200 management demands for concessions.

"Because of their solidarity and strength, United flight attendants have been able to make improvements in many areas of the contract" and reverse concessionary trends, she added.

The AFA also won a year-long moratorium on weight restrictions, ending monthly and annual "weigh-ins" for attendants, and gained additional rest time for AFA members on international flights.

Other improvements include maintaining employer-paid health care premiums, enhanced dental and prescription drug benefits, pension gains and a streamlined grievance process.

But the problems that have plagued the industry over the 13 years of deregulation are growing more serious, according to a study by the Transportation Research Board, an arm of the National Academy of Sciences, which warned that the ongoing trend of consolidation among large carriers could hurt passenger service and competition in the industry.

The committee maintained that "if as many as five or six major carriers survive the pending shakeout...pricing will remain competitive."

But industry analysts point out that airlines are continuing to fail, and that as few as three major carriers may survive, not enough to sustain true competition, the report said.

Of the 17 airlines formed following deregulation in 1978, 14 no longer fly. Eastern and Braniff airlines folded, while Pan Am is selling off assets and Continental Airlines operates under bankruptcy court protection.

Trans World Airlines has defaulted on debts and has sold several assets, including trans-Atlantic routes, to other carriers.

The National Academy of Sciences panel also recommended that the Federal Aviation Administration step up staffing and inspection, especially in safety areas, a move that airline unions have sought since the first years of deregulation.

While the committee maintained that competition and deregulation had "generated many benefits for consumers," an earlier report by the Air Line Pilots, "Airlines in Crisis: Deregulation and Globalization in the 1990s," found just the opposite.

The ALPA report noted that deregulation, rather than being the best way to increase competition and new carriers, instead resulted in the market concentration of just a few airlines and higher fares for many passengers.

In another industry development, the National Institute for Occupational Safety and Health will determine whether to proceed with a study on possible reproductive problems related to flight attendants' work environments.

Investigations are slated for next year on two conditions faced by female flight attendants — exposure to ionizing radiation and disruption of the body's metabolic and sleep patterns.

Other factors that could affect reproductive health are attendants' closed work environment and concentrated exposure to chemicals and, on international flights, tobacco smoke and ergonomic concerns.

AFL-CIO helps free Paraguay union leader

Quick action by the AFL-CIO helped win the release from detention of Victor Baez-Mosqueria, general secretary of the Paraguay United Workers Central (CUT).

Baez was arrested Sept. 5 after CUT delegates defied a judge's order to postpone their national convention. The judge, a holdover from the Stroessner dictatorship, issued the ruling after a defeated labor leader complained.

An injunction was issued just hours before the convention was scheduled to begin. After delegates voted to defy the injunction, the judge issued an arrest order for Baez, who turned himself in.

AFL-CIO President Lane Kirkland immediately sent a letter to Paraguayan President Andres Rodriquez protesting the arrest. He also sent William Doherty, executive director of the AFL-CIO's American Institute for Free Labor Development, to Paraguay to seek Baez's release.

Doherty and AIFLD Southern Cone Director Agustin Torres-Lazo met with Paraguayan officials and held a press conference to protest the arrest on behalf of the AFL-CIO, the International Confederation of Free Trade Unions and the InterAmerican Regional Organization of Workers.

AFL-CIO NEWSGRAPHIC

Calling the arrest a "tragic violation of human and trade union rights," they asked that Baez be set free at once. "The world has almost left behind the period of government by force during which, and in the name of legality, they trampled upon the dignity of peoples and made a mockery of freedom and democracy," Doherty said.

The resulting publicity and the threat of possible trade sanctions forced the government's release of Baez Sept. 11.

After Baez's release, CUT sent a letter to Kirkland thanking him for U.S. labor's solidarity. The publicity generated by the AFL-CIO actions also strengthened the process of democratization in Paraguay, the letter said.

Sheet Metal Workers granted rehearing on double-breasting

By James B. Parks

The Sheet Metal Workers will get another hearing before a federal appeals court over its effort to thwart the double-breasting practice of a Pittsburgh contractor.

The full Court of Appeals for the 3rd Circuit will hear the case, Limbach Co. vs. Sheet Metal Workers International Association, said Marsha S. Berzon, an AFL-CIO attorney. That move vacates the previous ruling by a three-judge panel that the union engaged in an illegal secondary boycott, said Berzon, who argued the case.

Limbach, a longtime union mechanical contracting firm, in 1982-83 reorganized into a double-breasted operation, buying up non-union companies. Limbach was a member of multiemployer bargaining associations in each of the metropolitan areas where it operates.

The Sheet Metal Workers claimed the non-union operations violated its labor agreement with Limbach and threatened to disclaim interest in representing Limbach employees when their contracts expired, which is allowed in the construction industry under the National Labor Relations Board's 1987 ruling in the John Deklewa and Sons case.

In 1986, three union locals did not renew expired collective bargaining agreements and issued disclaimers terminating their representation of Limbach employees. The company sued the international and locals alleging an illegal secondary boycott, and received a $2 million judgment in a jury trial.

The company's lawyers claimed that when it disclaimed representation, the Sheet Metal Workers induced union members working for Limbach to quit, which made the action a strike. The key issues, Berzon said, were whether the double-breasted operation qualified as a separate company and, if it did, whether the action was an illegal strike. The appeals court panel said the companies were separate, but there was no strike.

The panel did accept another Limbach argument that the disclaimer was coercion. The panel said the disclaimer is illegal if it is used to force a company to stop associating with a separate non-union company.

But Judge Dolores K. Sloviter, in a stinging dissent, said Congress did not intend the secondary boycott provision to apply to a union's efforts to prevent double-breasting.

By applying the secondary boycott provision to an economic and bargaining strategy, the panel "has deprived unions of their traditional weapons and thereby shifted, perhaps irreparably, the balance between the parties in the construction industry," Sloviter said.

Oil company agrees to pay $5.8 million after fatal blast

The Occupational Safety and Health Administration and CITGO Petroleum Corp. have reached a settlement in the wake of last March's fatal explosion and fire at a Louisiana facility.

Six workers were killed at CITGO's Lake Charles, La., refinery March 3. OSHA investigators said the accident occurred when an improperly closed drainage valve allowed water to mix with superheated oil, causing a severe steam explosion and subsequent fire.

CITGO agreed to pay a $5.8 million fine plus $200,000 to fund a planned government-conducted training program for workers in the petrochemical industry. The National Institute for Occupational Safety and Health is to work with OSHA in developing the program.

The firm also agreed to implement a corporatewide abatement program, including a process safety management plan. CITGO also has refineries in Corpus Christi, Texas, and Paulsboro, N.J.

"The agreement is, in a small way, something affirmative for safety and health," said Peg Seminario, AFL-CIO director of occupational safety and health. "We'd like to see more of that, but in a more meaningful and significant way."

Meanwhile, OSHA proposed penalties totaling $2.8 million against Union Carbide Chemicals and Plastic Co. Inc. following an investigation into an explosion last spring that killed one worker and injured 32.

OSHA said the company intentionally disregarded or continued operating with indifference to unsafe working conditions and cited three alleged serious violations of agency standards.

The March 12 blast occurred at the company's Port Lavaca, Texas, facility, in equipment involved in the production of ethylene oxide, the company said after the explosion.

Action urged to stop China prison-labor exports

By Michael Byrne

China will not end its use of forced labor to make products for export to the United States until the U.S. government holds Chinese officials and U.S. businesses accountable for violations of the law, the AFL-CIO told a House subcommittee.

Jeffrey Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department, said he returned from China with further evidence that Chinese officials are participating in a scheme to use prison labor for export ventures.

"It can now be stated unequivocally that the massive Chinese prison labor system has destroyed American jobs in the shoe, toy, garment, textile, hand-tool and electronics industries at a minimum," Fiedler told the subcommittees on international economic policy and trade and human rights and international organizations of the House Foreign Affairs Committee.

"American workers cannot compete with slave labor from China," he said. "Unfortunately, the administration has done nothing to prevent the importation of prison-made products into the United States despite extensive knowledge about the systematic nature of the trade."

While calling on Congress to override the expected veto by President Bush of legislation conditioning China's most-favored-nation trade status, Fiedler also noted that U.S. companies must share some of the blame.

"Information is readily available about American business people knowingly purchasing prison-made products and witnessing the actual production in prison factories," he said.

Fiedler appeared before the subcommittee with former Chinese prisoner Harry Wu, whose profile of the Chinese gulag system was reported by the AFL-CIO News in November 1990. In his book, "Laogai: The Chinese Gulag," Wu describes how the prison system uses "thought reform through forced labor" to "re-educate" dissidents.

Ray Crowell/Page One Photography

FAST Secretary-Treasurer Jeffrey Fiedler (right) testifies on China forced labor. Former Chinese prisoner Harry Wu (left) and Asia Watch Washington Director Mike Jendrzejczyk also testified.

At great personal risk, Wu made two separate trips to China this year, posing as an American businessman. He was solicited by a number of prison officials eager to export goods made by prison laborers.

At Qinghai Hide and Garment Factory (Qinghai No. 2 Labor Reform Detachment), for example, Wu found police managers aware of the U.S. ban on prison labor-made goods but quite willing to do business, on condition that their goods be sold either through a state-run export-import company or a Hong Kong trading firm, to disguise their point of origin.

Their Hong Kong partner, Winmate Trading Co. Ltd., which is buying $5.2 million worth of leather from the Qinghai factory this year, assured Wu that the products would be of high quality or the inmates would be "punished" or "beaten," in the words of a Winmate secretary.

Fiedler, a board member of the Democracy for China Fund, accompanied Rep. Nancy Pelosi (D-Calif.) and others on a human rights mission to China earlier this year. In a meeting with the director general of the Chinese trade ministry, he was told that prison factories fall under the jurisdiction of the ministry of justice.

"'We know there are prisons and next to the prisons are factories run by the sons and daughters of ministry of justice officials,'" Fiedler quoted the official as saying. This means "that the families of Communist Party, ministry of justice and probably public security bureau officials reap millions of dollars in income from the prison-made products trade," Fiedler said.

This factional dispute within the Chinese government throws into question any formal agreement with the ministries of foreign affairs or trade "that does not fully involve and bind both the ministry of justice and the public security bureau," Fieldler said.

Fielder called for a memorandum of understanding with the Chinese that would include complete and unfettered access to the Chinese prison and detention system by U.S. Customs officials, and an increase in the number of customs inspectors devoted to investigating illegal exports.

Mike Jendrzejczyk, Washington director of Asia Watch, testified that his organization has evidence that a New York trading company raided by U.S. Customs agents Sept. 4 imports textiles made by prison labor. The company, First National Trading Co., Inc. was mentioned in a Chinese journal for labor-camp officials as having provided knitting machines to one camp in exchange for cotton cloth, he said.

The company was among 23 companies raided on suspicion of bringing Chinese clothing into the United States illegally. But those raids were directed at fraud, Fiedler said, and not the problem of prison labor. He urged Congress to investigate what the Bush administration knows about the problem and why it hasn't taken action.

"Pursuing exclusively the Chinese side of the prison labor equation clouds the fact that, as a matter of policy, we should be prosecuting American citizen violators," he said. "While the Chinese are producing the goods, American companies are buying them with the knowledge that it is illegal."

Fiedler also called for changes in the law to allow unions and other groups to sue violators and to beef up requirements for reporting by American firms seeking to do business in China. Americans who violate the law should be subject to criminal penalties, he said.

Kirkland: Beware free-market zealotry

Geneva

Confronting the problems of working people in Eastern and Central Europe is crucial to the ultimate success of democracy in former totalitarian states, AFL-CIO President Lane Kirkland said.

While millions of people have discovered the lie of communism, it is up to those who cherish democracy to help prevent communism's demise from giving way to the tyranny of an unregulated marketplace, which also reduces humans to the level of isolated survivors, Kirkland said.

Kirkland, who chairs the Trade Union Advisory Committee of the Organization of Economic Cooperation and Development, addressed a conference on the special needs of Central and Eastern Europe with a warning that the people in these emerging democracies not fall into the trap of "replacing one misguided utopia with another."

The conference laid the groundwork for future cooperation between OECD and the International Labor Organization in developing operations in the individual countries to provide needed assistance, said Paul Barton of the AFL-CIO's European office.

In warning against the free market utopians, Kirkland said, "I have nothing against capital or markets as such — so long as they do not become the golden calves of idolatry. Trade unions emerged from them, learned to live with them and become the instruments through which they are humanized.

"But they do have dangerous shortcomings. Markets have no names, no faces and they cannot be elected to or removed from office. They do not know the difference between employment and exploitation. They do not clean up after themselves, and they do not naturally promote the ideals of humanity and community.

"Yet there are those utopians out there who, from the comfort of their own regulated and semi-socialized economies, seem to relish the idea of imposing some sort of grand experiment in free market ideology on the newly emerging democracies."

Markets had that kind of open field in the United States in "the period that immediately preceded the Great Depression of the 1930s," Kirkland said. "It was a time when markets ruled, and whatever business wanted it got. It had command of the state, for all practical political purposes."

But markets did not bring electricity to the countryside, or pave the highways, or reforest, Kirkland said, "It took the New Deal to do that. And the policies that emerged from the New Deal — in which government designed a social safety net and set out to repair the damage, ameliorate the harshness, restrain the abuses, and balance the deficiencies of the marketplace — are what set the stage for the greatest and most balanced period of growth and prosperity in the economic history of any nation," he said.

Kirkland noted that Western European workers accepted great sacrifices at the time of the Marshall Plan, but "had anyone tried to persuade them that things must get worse for them in order to get better eventually, they might have refused. They might have accepted the overtures of Stalin and succumbed to the lure of the workers' utopia through communist totalitarianism.

"Yet this is precisely the message that the workers of the former communist dictatorships are receiving today — at home, from the Western democracies, and from the elites of international finance.

"Let me point out that the message is Leninist. The idea that, in order to improve in the future, something has to be made worse to begin with is just another form of 'revolutionary defeatism,' or of Lenin's dogma that dictatorship is the necessary prelude to the universal realm of freedom," Kirkland said.

"That is the doctrine that drives the relentless pursuit of utopia — whether it is undertaken by the right or left or by free-market liberals. In any case, it is a dehumanizing, anti-democratic and dangerous exercise, and it's in everyone's best interest to steer clear of it."

ILGWU assists cheated workers

San Francisco

Workers who were cheated out of more than $1 million in wages and overtime pay by the owners of nine area garment shops have received a $300,000 first payment through the efforts of the Ladies' Garment Workers.

When factory owners Raymond and Yee Nor Kong vanished — owing holiday, overtime and vacation pay, as well as insurance premiums and bonuses to some 450 Asian immigrant workers — the ILGWU took up the cause of the non-union workers.

The union filed claims with the state labor commissioner and called on the Labor Department to seek an injunction to ban the transport and sale of clothing made in the nine Kong factories. Last month, a state superior court judge ordered that the $300,000 held by the state and federal labor departments be released to the workers as back wages.

The ILGWU also arranged health care conversion coverage for the workers through the Chinese and Kaiser hospitals, after the hospitals canceled workers benefits because payments from the Kongs bounced.

The more than 30 workers who entrusted their savings or mortgaged their homes to the Kongs and who need individual legal representation will also be helped, said Katie Quan, manager of the ILGWU's Pacific Northwest Region. Workers gave the Kongs personal loans of more than $1.5 million.

ECONOMY

Trade deficit rises on flood of factory goods

By John R. Oravec

The U.S. foreign trade deficit surged by $2.1 billion in July to $5.9 billion, the Commerce Department reported, with the sharpest jolt coming with a torrent of manufactured goods imports.

On a seasonally adjusted basis, imports jumped $2.4 billion from June to $41.2 billion, while exports grew only $0.3 billion to $35.3 billion. Before seasonal adjustment, the government data showed that exports actually dropped by $2.1 billion and imports rose by $1.9 billion. That put the real merchandise trade shortfall at $7.7 billion.

In manufactured goods, the nation posted a deficit of $7.7 billion for the month to match the overall shortfall. Exports fell by $2.2 billion in July to $26 billion while imports accelerated by $1.9 billion to $33.7 billion.

During the first seven months of 1991, the trade shortfall in manufactured goods amounted to $32.5 billion to exceed the overall merchandise trade deficit, AFL-CIO economist Mark A. Anderson pointed out.

"If this deteriorating condition continues, it will take a heavy toll in the employment of American workers as more U.S. factory jobs disappear," Anderson warned.

He noted that foreign trade analysts have determined that for each $1 billion loss in trade, 25,000 U.S. jobs are wiped out.

The government said imports of consumer goods rose by $1.1 billion over the month. Other rising imports included autos, trucks, parts and engines, up $0.6 billion; capital goods, up $0.6 billion, and industrial supplies and materials, up $0.3 billion.

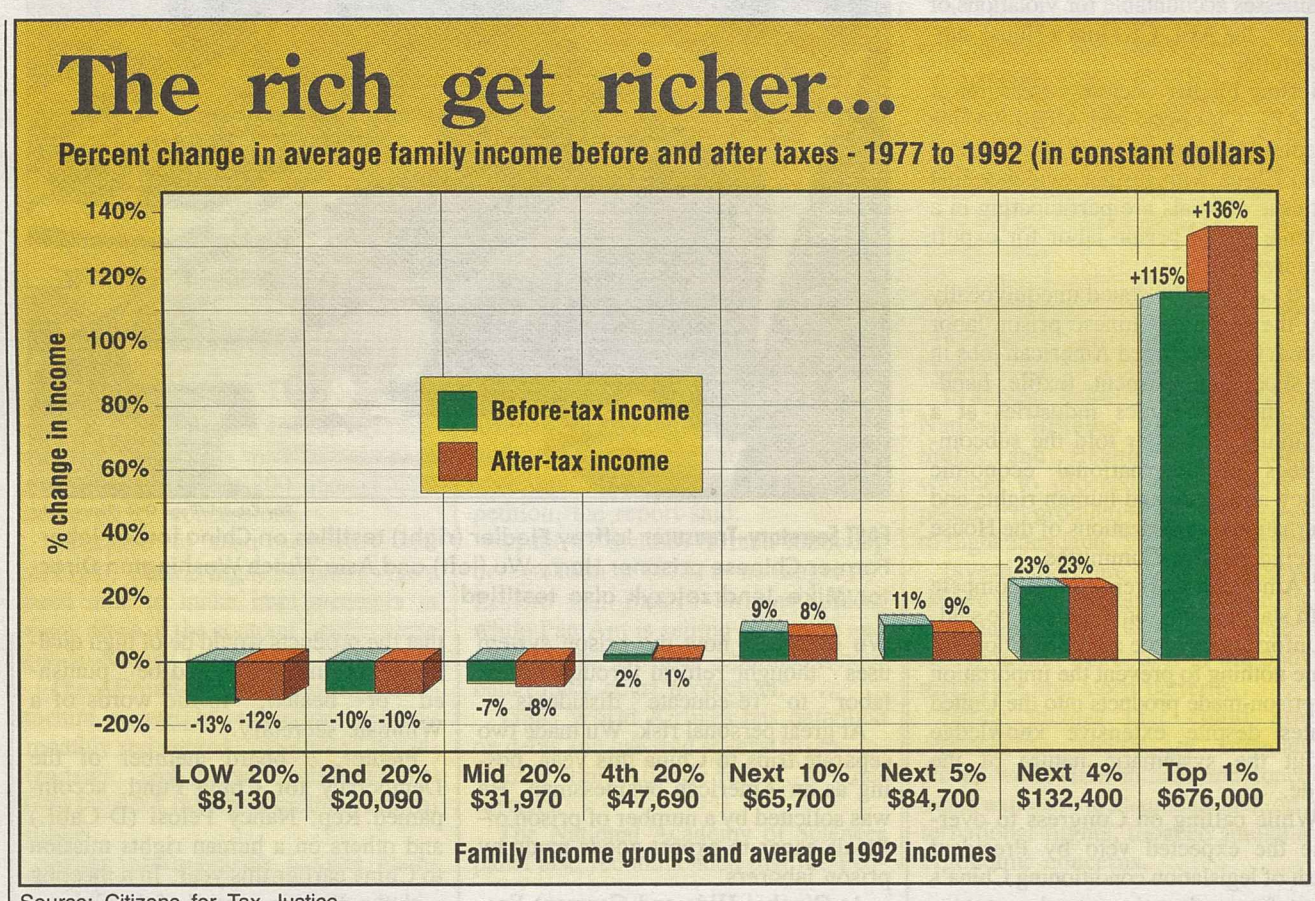
A pickup in exports came in industrial supplies and goods, up $0.4 billion; foods, feeds and beverages, up $0.2 billion; vehicles, parts and engines, up $0.2 billion, while capital goods exports decreased $0.7 billion.

On a country-by-country basis, the largest deficit continued with Japan, rising to $3.8 billion. Deficits also widened with China, $1.3 billion; OPEC, $1.1 billion; Taiwan, $0.9 billion; Canada, $0.5 billion; South Korea, $0.3 billion; and Hong Kong, $0.3 billion.

Meanwhile, the Consumer Price Index for urban wage earners (CPI-W) edged up just 0.1 percent in August. The Bureau of Labor Statistics said lower prices for many grocery items and lower utility charges partly offset higher costs of clothing, medical care, tuitions and books, and tobacco products.

Consumers paid higher prices for clothing, up 1.2 percent; health care, up 0.8 percent; gasoline, up 0.5 percent; and auto insurance, up 1.2 percent. BLS noted that auto insurance policy rates shot up 8.8 percent over the past 12 months.

Workers recouped from a sharp downturn in real weekly earnings from a month earlier as the August rate rose 1.1 percent. Despite the pickup, real earnings last month were still 0.6 percent below August 1990, BLS said.



Source: Citizens for Tax Justice

Middle-class pays more, gets less

By Sharolyn Rosier

While middle-income families are paying more and more in federal taxes, they are getting back less and less in government services, a study by the Citizens for Tax Justice reveals.

After-tax income for middle-income families grew by only 1 percent over 15 years while the after-tax income of the richest 1 percent of the population increased 136 percent, according to the study, "Inequality and the Federal Budget Deficit."

"Instead of getting better roads, education and law enforcement for their tax dollars, families who earn between about $15,000 and $95,000 a year are footing the bill for more than a decade of tax breaks for the richest 1 percent of the population," said Robert S. McIntyre, CTJ director and author of the study.

During the past 10 years, the value of traditional federal programs has declined $130 billion. This means that the typical family now gets an average of $1,260 less from the government each year in such benefits, even as taxes on these families have escalated, the study pointed out.

The study found that the richest 1 million American families pay 30 percent less of their incomes in taxes than they would if the tax code had remained as progressive as it was in 1977. However, one out of four middle-income families inherited a tax increase of $280 per year.

Among the programs that have suffered from fiscal 1980 to 1990 were the justice system and general government items, reduced by 42 percent; education and training, off 40 percent; and roads and transportation, down 21 percent.

The most fundamental cause of the nation's budget crisis is enormous and wholly unjustified tax cuts for the rich, said Sheldon Friedman, AFL-CIO economist. Meanwhile, he noted, there was nothing in the administration's proposed budget to fight the recession or help the unemployed.

Contrary to the supply-side claims of the 1980s, lower taxes on rich people and profitable corporations failed to lead to increased savings and investments, the study reveals. Instead, national savings fell to record lows, and business investments grew by an anemic 2.1 percent a year from 1981 to 1986. That is only a third the annual rate of increase over the previous five years.

"Measured by any and every one of these goals, supply-side/trickle-down economics was a colossal flop," McIntyre said.

Absent the supply-side tax cuts, there would be an excess of $84 billion in 1992 federal revenue for workers, the government and the unemployed who are seeking an extension in unemployment benefits, the CTJ study said. If Congress had simply kept the tax system as progressive as it was, three-quarters of all families — all but the poorest fifth and the richest 5 percent — would pay lower federal taxes than they do now and the Treasury would collect almost $76 billion more annually in total taxes, the study concluded.

McIntyre explained that the total 1992 cost of the supply-side tax reductions for the richest 1 million families — adding up the $84 billion tax cut that they will enjoy in 1992 and the $81 billion in interest the government must pay on the debt incurred due to the rich's tax cuts in previous years — comes to a staggering $164 billion. Meanwhile, the deficit is up by $143 billion.

"The challenge of the 1990s will be to reduce the federal deficit — that is, pay for the supply-side excesses of the 1980s — while at the same time making government a better deal for average families," McIntyre said.

IRS makes it harder for poor

A new two-page tax form, Schedule EIC, unveiled last month by the Internal Revenue Service, threatens to deny benefits to millions of working parents eligible for the Earned Income Credit because of its "extreme complexity," according to the Center on Budget and Policy Priorities.

Beginning next year, working parents must fill out the form to receive the EIC, a tax benefit for families with children who will earn less than $21,250. Until now, families only needed to file a tax return, with no additional schedule attached, to receive their credit. If they didn't calculate the credit themselves, IRS would do it for them.

The problems created by the form result primarily from changes Congress and the White House made in the EIC last year. The legislation expands the EIC in several ways but it also requires the new Schedule EIC.

The law increases the basic credit and provides a larger credit for families with two or more children. For tax year 1991, the maximum EIC payment for a family with one child will be $1,192. Another increase is scheduled between 1991 and 1994. In addition, families can get a separate EIC supplemental credit of up to $428 if for 1991 they paid health insurance premiums for a child.

While IRS can act on its own to make minor improvements in the form, major changes require congressional action. Rep. Dan Rostenkowski (D-Ill.) has introduced legislation addressing the EIC, but its proponents do not anticipate widespread support.

Newsmakers

The United Textile Workers executive committee has elected **Ron Myslowka** to fill the unexpired term of the union's retiring president, **Vernon A. Mustard.** Myslowka, 49, began his career with UTW Local 155 in Welland, Ontario. He was named vice president and Canadian director in 1985. The committee also elected **Norman Boehm, Jr.** to fill the term of retiring secretary-treasurer **Ernest "Mickey" Milewski.** Boehm, 52, vice president for the Midwest, joined UTW in 1972. He has served as president of Local 888. Both retirements are effective Dec. 31.

Members of the National Writers Union have voted to affiliate with the UAW. Voting by mail ballot, the tally came to 880-233. The 10-year-old NWU has about 3,000 members — mostly freelance writers — across the country, and contracts with such publications as Mother Jones, The Nation and The Columbia Journalism Review.

Edward Wytkind has been named as executive director of the AFL-CIO Transportation Trades Department, replacing **James J. Kennedy Jr.** Wytkind, previously assistant executive director, has worked on legislative and political, strike/lockout, media and organizing projects and campaigns with several labor organizations. He is a member of the Food and Commercial Workers.

A host of U.S. mayors marched with workers from their cities during Solidarity Day '91, according to U.S. Mayor, the newspaper of the U.S. Conference of Mayors. In addition to Boston Mayor **Raymond Flynn,** the U.S. conference president who spoke, the mayors were **Michael A. Traficante** of Cranston, R.I., **Alice K. Wolf** of Cambridge, Mass., **John Bullard** of New Bedford, Mass., **John Daniels** of New Haven, Conn., and **Walter Kenney** of Richmond, Va.

First-aid classes provided to Ladies' Garment Workers staff just prior to the Aug. 31 Solidarity Day march in Washington proved to be good planning, said **George Bailey,** director of the ILGWU Union Health Center Member Assistance Program. The 47 ILGWU members were needed by those suffering from the extreme heat and humidity, cuts, bruises and other minor mishaps, Bailey said.

AWARDS

The A. Philip Randolph Institute's three top awards went to a long-time labor activist and two political allies of working men and women. The awards were presented at the institute's 1991 convention in Los Angeles. **Mary Crayton,** director of AFL-CIO Region VII, received the Randolph Achievement Award for her over 20 years of commitment and service to APRI and the labor movement. Former Rep. **Augustus F. Hawkins** (D-Calif.), coauthor of the Humphrey-Hawkins full employment bill and former chairman of the House Education and Labor Committee, received the Bayard Rustin Humanitarian Award. **Marian Wright Edelman,** president of the Children's Defense Fund, received the Randolph/Rustin Freedom Award for her work in supporting the rights and welfare of children. The organization also gave special recognition awards to **Ken Young,** executive assistant to AFL-CIO President Lane Kirkland; **David Claxton,** retired political affairs director of the Food and Commercial Workers and **David Didier,** a district director for the Teachers.

The Rubber Workers and Bridgestone/Firestone were presented the Federal Mediation and Conciliation Service Director's Award for Excellence in Industrial Relations Sept. 12. Director **Bernard E. DeLury** praised "The Partnership for Involvement" program and the work of managers and union leaders at six company locations. Rubber Workers President **Kenneth Coss** and Bridgestone/Firestone Vice President **Sam Torrence** accepted the dual award.

Gordon Parks, a director, author, composer and photographer, has been selected to receive the 1991 Paul Robeson Award from Actors' Equity. The award honors those artists, writers and performers who, by their work and lives, show commitment to the struggle for justice and equality. Parks worked as a photographer for the Farm Service Administration and Life Magazine and wrote "The Learning Tree," producing, directing and composing the music for the film adaptation. He also directed the film "Shaft" and has written poetry and fiction.

Two groups with union connections are among the winners of the U.S. Department of Labor's second annual LIFT awards. The Labor Investing For Tomorrow awards, announced Sept. 11, recognize exemplary achievement in designing and managing innovative programs to improve the skills of American workers. AT&T Work and Family Programs, negotiated in a 1989 contract with the Communications Workers and the Electrical Workers, was awarded for providing family support, including a $10 million Family Care Development Fund that goes toward child and elder care services. The employee-owned Republic Engineered Steels Inc., Massillon, Ohio, also received an award for a new management system through a committee consisting of representatives of the Steelworkers, salaried employees and management.

Simpson animators treated like totally wrong, dude

"I'm never going to sign with the union . . . if (employees) vote for it, I'm just not going to hire them."

Gary Csupo, the partial owner of the animation company that draws "The Simpsons," issued that challenge in responding to a federal lawsuit and union drive that is accusing the employer, Klasky-Csupo, of unfair wage and hour practices.

The suit was filed in Los Angeles U.S. District Court by former employee Fred Gardner and current employee Nancy Kruse, who are demanding a total of $30,000 in unpaid wages. According to the Motion Picture Screen Cartoonists, Local 839 of the Stage Employees, the Los Angeles company owes all of its 100 animators back overtime pay.

While discussing possible unionization with Klasky-Csupo employees, the IATSE local discovered a trend at the company of not paying overtime to animators who worked more than 40 hours a week.

"The studio has been telling them that they're salaried employees and exempt from wage laws," Cartoonist Union Business Agent Steve Hulett told the Los Angeles Times. "They treat them like hourly employees — they dock their wages if they're off." IATSE hopes that other Klasky-Csupo employees will join the suit.

Csupo's told the Times the company is not required to pay overtime to workers because artists under federal labor law are exempt from the rights of regular hourly workers.

"I can lay them off and I'll take (the work) to Hungary. I'll take it to Japan," Csupo said, adding that he never would accept a union.

Federal law — in theory, at least — prohibits the firing of employees who wish to unionize and IATSE pointed out that the only exclusions apply to artists who create drawings from scratch. Animators draw from the stipulations created by someone else.

"Isn't it ironic that the TV show that plays to working-class values is illegally depriving its own workers of wages and will illegally prohibit the right to organize?" Hulett said. "I don't think that Simpsons fans would like to see this kind of hypocrisy."

"The Simpsons" is owned by Fox Broadcasting and is produced by Gracie Films.

—Press Associates

Resources

CLASSES

The George Meany Center for Labor Studies has added two new programs for the fall, scheduled for the week of Dec. 15-20. **Advanced Organizing Techniques in the Construction Industry** will draw on the most recent experience in the field and on the new draft of the Building Trades Organizers Handbook. **Craft of Negotiating** will focus on bargaining tactics such as the timing and structure of counterproposals, effective communication, and the use of mediation.

VIDEOS

The following new videos are available from the Labor Institute for Public Affairs, 815 16th St., N.W., Washington, D.C. 20006.

AFL-CIO Issues Update Teleconference is a two-hour version of the June 11 teleconference on Solidarity Day, Workplace Fairness and Health Care Reform. Each copy is $10. copy is $10.

Working in the U.S.A. — Know Your Rights is an 11-minute video that details antidiscrimination provisions of the Civil Rights Act of 1964 and Immigration Reform and Control Act. Previously available in English and Spanish, it is available now in Creole as well. Each copy is $10.

PUBLICATIONS

A Comprehensive Housing Affordability Strategy is a five-year housing plan that each state is required to have under the National Affordable Housing Act of 1990. The Center for Community Change has produced **CHAS: A Citizen's Action Guide** to enable groups concerned with the development of housing for low-income people to learn how to use CHAS as an organizing tool and to be sure that money is directed toward programs that meet community needs. For copies, contact the Center for Community Change, 1000 Wisconsin Ave. N.W., Washington, D.C. 20007.

TESTIMONY

The following AFL-CIO testimony is available from the AFL-CIO Publications and Materials Office, Room 209, 815 16th Street N.W., Washington, D.C. 20006.

Karen Ignagni, director, AFL-CIO Department of Employee Benefits, testified before the House Budget Committee on **National Health Care Reform** and before the subcommittee on select revenue measures, House Ways and Means Committee, on the **Conservatory of First Executive Life Insurance Company.** (91-30 and 91-33, respectively.)

Calvin Johnson, AFL-CIO legislative representative, testified before the subcommittee on health, House Ways and Means Committee, on **National Health Care Reform.** (91-34.)

William Cunningham, AFL-CIO legislative representative, testified before the subcommittee on select revenue measures, House Ways and Means Committee, on **Enterprise Zones.** (91-35.)

James Ellenberger, assistant director, AFL-CIO Department of Occupational Safety and Health, testified before the subcommittee on health and safety, House Committee on Education and Labor, on **The Indoor Air Quality Act of 1991.** (91-36.)

Sheldon Friedman, AFL-CIO Department of Economic Research, testified before the subcommittee on trade, House Committee on Ways and Means, on the **Operation and Effectiveness of the Trade Adjustment Assistance Program.** (91-38.)

Ravenswood 'scab metal' gets heave-ho by Strohs

Steelworkers' campaign nettles company

By Muriel H. Cooper

The Steelworkers' campaign to inform consumers about the products produced by Ravenswood Aluminum Corp. has borne fruit with the announcement by the Stroh Brewery Co. that it would discontinue using RAC aluminum in its beer cans.

Earlier this year, the Steelworkers conducted mass leafletting at major sports events around the country to increase public awareness of how RAC mistreated its workers, providing a list of companies that were using "scab scrap metal."

Some 1,700 members of Local 5668 in Ravenswood, W. Va., have been off the job for 11 months since RAC broke off contract negotiations, locked out and "permanently replaced" its workforce.

"Top officials of the Stroh Brewery Company have informed us that they are taking action to discontinue using RAC aluminum in their beer cans," said USWA Vice President George Becker. "We are pleased with their responsible action, and we urge all union members to take note of Stroh's decision in support of our members. We hope other RAC customers will follow Stroh's lead."

Meanwhile, the union has accused the company of using the court system and the media to create dirty smokescreens to cover up the real problems of its financial status, community image and refusal to bargain with its employees.

On Sept. 9, RAC filed charges against the Steelworkers in a West Virginia court, saying the union had violated the state's Uniform Trade Secrets Act by divulging information that the company claims came from a Price-Waterhouse corporate report.

The union said that money concealed by a RAC officer was revealed in a divorce proceeding and that file was a matter of public record. The court has taken the charges under advisement and a decision is not expected for several weeks.

The company, which hired security forces and put up barbed wire around the plant before bringing in scabs, has stepped up its intimidation techniques, warning the West Virginia media and complaining to the Federal Communications Commission about information on the RAC situation distributed by the union.

At issue is a 30-minute video produced by the Steelworkers that takes a vivid look at the situation at RAC since the lockout. When the USWA paid for time to air the video on a television station in Wheeling, the station offered RAC the same opportunity, but the company refused.

In a letter to the FCC, WTRF-TV General Manager David L.Trabert disputed RAC claims "that it demonstrated poor judgment in presenting, in as balanced a fashion as possible, an issue which is of such critical importance in this area."

Jim Bowen, director of USWA District 23, said the RAC suit follows a pattern of "bizarre charges" and "outrageous things" done by the company recently.

"First, it falsely accused the union of unlawfully obtaining readily available public documents," Bowen said. "Then it tried, and failed, to muzzle the news media when its chairman got caught in a big lie. Instead of engaging in this erratic behavior, the company should be sitting down at the bargaining table and negotiating a new contract for its workers."

Despite intervention by the Federal Mediation and Conciliation Service, the company has refused to negotiate. The National Labor Relations Board begins hearings this month on unfair labor practices complaints it has filed against the company as the result of the labor dispute.

The NLRB charges that RAC violated the National Labor Relations Act by locking out its workers, bargaining in bad faith, unilaterally implementing its final contract offer on Nov. 29, 1990, in the absence of a lawful impasse in bargaining, and illegally replacing its workers.

"It's not surprising that an outlaw corporation, which has flouted all accepted standards of decent and legal conduct, continues to cynically misuse the legal system against its locked-out workers," observed Bowen.

Solidarity overcomes Decker union-busters

Members of Mine Workers Local 1972 showed that solidarity works in a four-year struggle with Decker Coal Co. in Wyoming and Montana.

The 243 members recently won more than $10 million in a National Labor Relations Board settlement that included back pay, an optional early retirement and a 10-year seniority plan added to their pensions. Decker also came to terms of a three-year contract with increases in wages and benefits and agreed to dismiss "permanent replacements" it had hired.

The workers stood their ground in the face of years of surface bargaining by the company, said local 1972 President Larry Deeds. "No one, including Decker, thought we could maintain our solidarity and withstand the economic violence set upon us," he said.

It took 13 months for the NLRB to issue a complaint against Decker for bad faith bargaining and illegally hiring "permanent replacements," Deeds said. It was another two-and-a-half years before a ruling from an administrative law judge, which Decker appealed to the NLRB and appealed again to the U.S. Court of Appeals.

Deed said the battle was tough, but it would have been harder without support from the AFL-CIO unions, church groups and communities.

"We as trade unionists are willing to go to extraordinary lengths to protect our families, America's most sacred institution," he said. "We are willing to sacrifice all, so that our children are able to lead a better life than we have had."

In a speech to the Wyoming AFL-CIO convention, Deeds quoted the Rev. Allen Bocek of South Africa in describing the Mine Workers resolve. "We will go before God to be judged, and God will say, 'where are your wounds?' And we will say, 'We have no wounds.' And God will say, 'Was nothing on Earth worth fighting for?' "

"This has been our struggle of the past four years," Deeds said.

VOLUME 36, NUMBER 21
SEPTEMBER 30, 1991

AFL-CIO NEWS

INSIDE

1 ***NYNEX agreement a pact for future***

In a major turnaround two years after a bitter strike, the Communications Workers and Electrical Workers tentatively agree with NYNEX on a contract a year before the old pact expires.

1 ***N.C. fire dramatizes need for OSHA reform***

In the aftermath of the Imperial Chicken plant fire, Congress has gotten serious about the Comprehensive Occupational Safety and Health Act Reform, which could have saved lives.

3 ***AFL-CIO: Thomas disastrous for workers***

Clarence Thomas's belief in employers' unfettered 'property rights' and his attacks on government make him unfit to sit on the Supreme Court, AFL-CIO President Lane Kirkland testifies.

8 ***Trouble in the air despite union gains***

The Flight Attendants ratify an agreement with United Airlines as unions struggle with the impact of deregulation — bankruptcies or shutdowns that put thousands out of work.

9 ***Workers' role crucial in new democracies***

AFL-CIO President Lane Kirkland warns against the emerging European democracies replacing communism with a new utopia to flow from an unregulated marketplace.

10 ***Middle-class bears tax burden, gets less***

Middle-income families pay more in federal taxes and foot the bill for tax breaks for the richest 1 percent of the nation's population, according to a Citizens for Tax Justice study.

UNION YES

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LABORITE

The George Meany Center for Labor Studies institutes include six new titles. See Pages 7-10.

AFL-CIO NEWS

VOLUME 36, NUMBER 22 OCTOBER 14, 1991

Anne Martens/Page One Photography

Carrying their unpaid bills, hundreds of jobless workers rally outside the White House to urge President Bush to sign legislation extending unemployment benefits. Bush had labeled the bill "garbage" and vowed to veto it. James Butler, president of AFSCME Local 420 in New York, addresses the demonstrators.

Bush gives jobless 'back of his hand'

Labor presses to regain votes for veto override

By John R. Oravec

Dismissing pleas from jobless workers as well as labor and public interest groups, President Bush again blocked an extension of unemployment compensation, setting up a showdown in Congress to override his veto of the legislation.

AFL-CIO President Lane Kirkland said the federation "had hoped the president would have some compassion and show that he is the president of all the people. But instead he has given the back of his hand to the unemployed."

Kirkland urged the Congress to override the veto. A Senate vote to override could come as early as Oct. 15.

Unions and their allies launched a grass-roots campaign to override the veto even before the White House got the bill to compensate the long-term jobless for up to 20 more weeks.

While the conference measure passed the House by a veto-proof 300-118 margin, the Senate approved the bill 65-35 — two votes short for a needed override. The grass-roots lobbying is focused on five Republican senators who supported the bill earlier, but switched on the final vote under White House pressure. The AFL-CIO planned radio ads asking for phone calls to senators in Missouri, Montana and Minnesota.

Stressing that an extension of jobless benefits is long overdue, Kirkland had urged Bush to sign the bill and "begin the task of helping unemployed workers and their families."

Kirkland noted that "Congress has finally recognized the need to ease the suffering of the jobless" after 15 months of economic recession and when more than 3 million workers have used up their unemployment compensation.

Bush vetoed the measure despite Labor Department reports showing that more than 8 million Americans were on the unemployment rolls in September while only 2.8 million were drawing benefits. More than 5 million of the jobless received no benefits at all, while

Continued on Page 14

Health care crisis moves lawmakers

By Colleen M. O'Neill

Mounting evidence of the critical condition of the nation's health care system has stirred increasing interest in comprehensive reform, as a spate of congressional hearings are studying various reform proposals.

New government figures show the United States spent $666.2 billion on health care in 1990, an increase of 10.5 percent from 1989. It marked the third consecutive year in which expenditures increased at a double-digit rate. National spending on health care accounted for 12.2 percent of gross national product in 1990.

"Congress should recognize that the most costly solution would be to do nothing at all," said AFl-CIO Employee Benefits Director Karen Ignagni. She testified Oct. 2 on national health care reform before the Joint Economic Committee. "Congress needs to move ahead before any more damage is done to American families," she said.

"As a nation, we cannot afford to continue down the current path," she said. "We are spending too much, and too inefficiently, and garnering too little in return."

Rep. James H. Scheuer (D-N.Y.), chairman of the subcommittee on education and health, echoed Ignagni: "If you look at the cost of not taking care of the elderly, of not taking care of the sick, and grossly underserving America's children prenatally up to age 10, you have to come down on the side of saving them. Pluralism is not worth that price tag."

Meanwhile, a New York Times/CBS News Poll published Sept. 26 showed that health benefits are playing an increasing role in job choice for American workers. The poll shows that Americans are acutely aware of the need for reform. Increasing costs for health care

Continued on Page 16

CWA gains nearly 1,600 workers in hospital breakthrough

By Candice Johnson

The Communications Workers have won the right to represent nearly 1,600 workers at Mercy Hospital in Buffalo, N.Y., in two separate National Labor Relations Board elections.

Following a 268-70 vote for the union by Mercy's registered nurses in February, 1,220 more Mercy employees chose CWA on a 747-247 vote Sept. 26. The vote was conducted among service, maintenance, technical and clerical workers.

Meanwhile, other AFL-CIO unions are carefully planning or launching hospital organizing campaigns since an April Supreme Court decision that made hospital organizing fairer for workers. Unions are now conducting educational organizing efforts among registered nurses, skilled maintenance workers, non-professional employees, support staff and other groups of hospital workers.

The Supreme Court ruling let stand an NLRB rule establishing eight units for representation in acute-care facilities, providing some easing of a decade of delay and frustration caused by employers' ability to stall unit determinations in the absence of a clear-cut law.

While the new rule should reduce hearing time, litigation and other delays associated with organizing petitions persist, hospital management is raising questions of unit placement, inclusion of workers within the unit and type of facility.

CWA Organizing Director Larry Cohen said that, although the April 1991 Supreme Court decision gave hospital workers certain organizing rights, the NLRB still is very slowly processing petitions for elections or recognition.

In one CWA campaign involving registered nurses, a petition for an election filed last March has not yet been addressed by the board. In Marion, Ohio, workers at General Hospital have been waiting for three years for the NLRB

Continued on Page 2

Greyhound scabs drive up accident rate

Pointing to a 60 percent increase in accidents by Greyhound Lines Inc. since the replacement of union drivers with poorly trained scabs, the Amalgamated Transit Union said a federal safety investigation is long overdue.

"This is an ongoing problem that Greyhound has been living with since the strike began," said ATU President James LaSala. "They've been hiring unqualified drivers, not training them properly and it's about time a thorough investigation was done."

The Federal Highway Administration in August began an investigation into the carrier's driving record and training procedures, citing a rash of accidents and passenger complaints.

Some 6,300 ATU drivers and clerks struck Greyhound March 2, 1990, after contract negotiations broke down. The company filed for bankruptcy three months later. LaSala urged Greyhound "to negotiate the return of the qualified workers that built the industry in the first place."

Since the scabs started driving, one passenger has been killed and 12 injured in six separate crashes, according to published reports. The latest accident occurred Aug. 20 near Los Angeles, when a bus rear-ended a produce truck, injuring 20 people.

"The higher accident rates come from not having well-trained, experienced drivers," said Joe Jaquay, ATU's director of research. "Nineteen months' experience doesn't compare to the 20-30 years' experience our drivers had. And they cut the initial training period from six weeks to 5-12 days, so the experience doesn't help much if the drivers were trained wrong..."

According to FHA statistics, Greyhound said it logged 253 million miles in 1990, a 31 percent drop from 1989. But it had more accidents — 229 in 1990 compared to 206 in 1989. The increase in accidents and the drop in miles means the accident rate per million miles jumped from .563 in 1989 to .905 in 1990, Jaquay said.

Another key statistic, Jaquay said, is that the average number of miles driven by each driver jumped 15 percent since the strike began. The average ATU driver drove an average of 61,000 miles in 1989, while the "replacement" drivers drove an average of 70,300 miles in 1990, he said.

ATU Local 1313 in Kansas City, Mo., has requested Greyhound's accident figures from the federal government under the Freedom of Information Act, but has not yet received them.

John LaVoie/HERE Local 226

Striking casino workers protest outside the Frontier Hotel in Las Vegas over management's unfair labor practices while they worked without a contract for two years. Several hundred members of HERE Culinary Workers Local 226 and Bartenders Local 165, Teamsters Local 995 and Operating Engineers Local 501 struck Sept. 22 after the casino owners unilaterally implemented cuts in wages, benefits and pensions. Police arrested 27 pickets, including flag-carrying Local 226 Secretary-Treasurer Jim Arnold the first day of the walkout. Another 98 pickets were arrested a few days later as strikebreaking replacements crossed their lines.

Unions wage hospital organizing battles

Continued from Page 1

to act on its petition, Cohen pointed out.

"The administrative procedures of the NLRB still don't give workers what the Supreme Court said they are entitled to — the right to organize," Cohen said. Waiting three years for an election or some other board determination actually means no right to a union, he said.

CWA now represents about 5,000 health care workers in upstate New York, plus another 10,000 nationwide. The union is involved in organizing health care workers in Florida, Oregon, Washington State and other areas.

Other AFL-CIO unions involved in campaigns include the Operating Engineers, Teachers, AFSCME, Service Employees, Teamsters, Food and Commercial Workers, Steelworkers, UAW, Retail, Wholesale and Department Store Union and others. The unaffiliated American Nurses Association is undertaking or has just completed campaigns in nine states.

"There has been an increase in interest and organizing because health care workers continue to get caught in a squeeze," Cohen added. "Most don't have health care benefits themselves, and health care is a big issue for them," he added.

The CWA campaign in Buffalo called on workers to sign a petition, rather than authorization cards, to show their support for the union drive, CWA organizer Leslie Jackson said. This allowed union supporters to be more open in their efforts.

But many unions are finding that they have to overcome workers' fears of employer harassment and intimidation, and possibly, loss of their jobs. To counter these fears, unions are taking time to build effective committees to educate hospital workers of their rights and the union advantage.

Between the April Supreme Court decision through June 30, some 58 new petitions for elections were filed, the NLRB said. Prior to the ruling, unions were winning about 55.4 percent of elections involving health care workers, the NLRB found in a 1990 survey.

Of the 58 new petitions, the Operating Engineers have filed more than 20 for elections to represent skilled maintenance workers, and the union expects to see interest continue to grow.

The Teachers are developing a coordinated national organizing project focusing on registered nurses, other professionals and licensed practical nurses and technicians, and concentrating in areas where the AFT has had success, national representative Richard Sanders said.

"The most successful approach to organizing that we have found is a union-building, team concept that seems to appeal to health care professionals," he said.

AFSCME's United Nurses of America, which represents about 40,000 nurses nationwide, has campaigns under way in Northern California, Kentucky, New Mexico and Pennsylvania, said UNA president Kathy Sackman.

SEIU has campaigns underway in more than 20 hospitals in several states, among clerical workers, nurses and others. The union also just negotiated a first contract for 850 workers at Plattsburg, N.Y.'s Champlain Valley Hospital, following an election win last October.

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LEGISLATION

Senate passes family leave bill

By Mike Hall

The Senate overwhelmingly passed family and medical leave legislation by what is probably a veto-proof margin.

The bill, S. 5, was supported by the AFL-CIO and passed by a comfortable 65-32 margin, with three supporters of the bill — Sens. Tom Harkin (D-Iowa), Robert Kerrey (D-Neb.) and David Pryor (D-Ark.) — not voting. Those three votes would give the Senate enough to override the threatened presidential veto, if Republican backers resist White House pressure to switch votes.

The bill now goes to the House where similar legislation has been reported out of committee. The legislation enjoys wide support in the House and has 180 cosponsors. Last year the House approved a similar bill, 237-187, but fell short of overriding the president's veto.

The legislation requires employers to grant employees up to 12 weeks of unpaid leave for the birth or adoption of a child or the serious illness of either the employee or an immediate family member.

President Bush has said he would veto a family leave bill, even though several recent polls show public support for such policies ranging from 70 to more than 80 percent.

The Senate action came on a substitute offered by Sen. Christopher S. Bond (R-Mo.) and backed by the bill's original co-sponsor, Sen. Christopher J. Dodd (D-Conn.). Responding to business concerns, the substitute covers firms with 50 or more workers, but tightens some of the eligibility and reporting requirements for employees.

"We think it does strike a critical balance between the concerns — legitimate concerns — of business in this country and the demands and needs of families," Dodd said.

"The Senate's action is encouraging for working families," said AFL-CIO Legislative Director Robert M. McGlotten. "But it's a shame that the business community and the White House haven't come to the same realization the Senate has — that working Americans should not have to choose between their jobs and their families when a crisis occurs."

For example, the bill requires employees to provide 30-days notice, when possible, for foreseeable leaves such as births, adoptions or planned medical treatments. A medical certificate is necessary to justify the need for the leave.

The bill also exempts part-time workers who work less than 25 hours per week and "key employees," those in the highest-paid 10 percent of the work force.

During the floor debate, several senators denounced efforts by opponents to derail the legislation, even after the compromise.

"The simple fact is that opponents of this bill, especially business lobbyists, don't want to see any changes which might make family leave workable. They are only concerned with its defeat," Bond said.

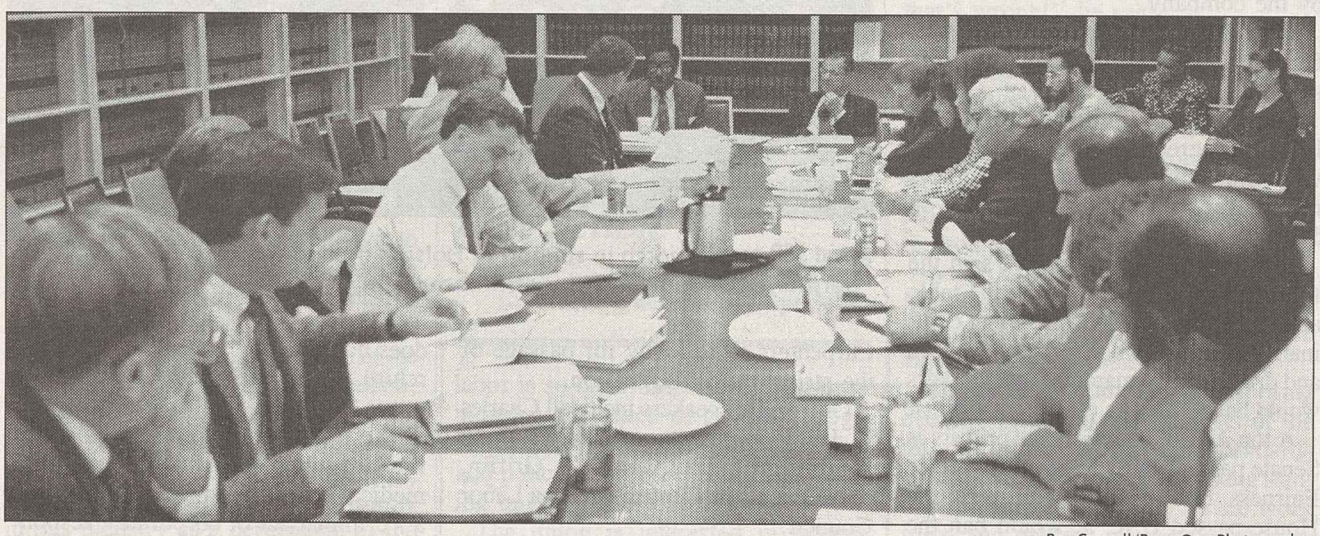
Opponents have charged, but never provided evidence, that the legislation would place heavy economic burdens on American businesses. But a General Accounting Office report estimated it would cost only about $5.30 per employee per year.

The lack of a leave policy, according to the GAO, cost the public about $8 billion a year.

When a worker loses his or her job due to a family crisis, not only are that worker's taxes lost, but many times he or she must turn to unemployment benefits or welfare.

Opponents argued that most American firms have flexible policies tailored for their work forces, but a Chamber of Commerce study showed that 82 percent of employers provide no leave to care for sick children.

Refuting another argument against the bill, the Families and Work Institute found that in Oregon, which recently adopted a similar law, about 91 percent of the companies said that law was not difficult to implement. That study covered four states with such laws and found that firms reported little trouble with the laws and little increase in their costs.



Ray Crowell/Page One Photography

AFL-CIO Legislative Director Robert M. McGlotten and Industrial Union Department President Howard Samuel meet with state AFL-CIO officials to discuss strategies to pass S. 55, the Workplace Fairness bill.

Campaign for S. 55 percolates at grass roots

State AFL-CIOs are stepping up their efforts on behalf of S. 55, the Senate version of the Workplace Fairness Bill that passed the House by an overwhelming 247-182 margin in June.

State federation officials met in Washington Oct. 7 to discuss ways to increase personal contact between union members and their senators, including face-to-face meetings, letter-writing and post-card campaigns, town meetings and individual sessions.

Plans were set for a national Leaflet Day on Oct. 25 to draw attention to the bill, which would outlaw the practice of hiring "permanent replacements" during a strike.

Despite the overwhelming vote for the bill in the House, the fight must be staged all over again in the Senate, where a majority is not enough to win because of the Senate's filibuster rule.

It takes 60 Senate votes to force "cloture," or end of debate, against the expected filibuster that will be mounted in the Senate.

Robert M. McGlotten, AFL-CIO legislative director, is asking members to take advantage of congressional recess for Columbus Day and Thanksgiving (Nov. 23-Dec. 1) to contact their senators at home.

"At some point in December, the entire Congress will adjourn for the year and will not return until late January for the convening of the 1992 session," McGlotten said. "These opportunities will allow our members to explain to those senators who remain uncommitted why they should vote for cloture and for final passage of the bill."

McGlotten said that, in the process of campaigning for the bill in the House, hometown trade unionists built up a solid start of 33 Senate co-sponsors of S. 55. McGlotten urged all trade union activists to contact senators who have not signed onto the bill.

The co-sponsors are: Cranston of California, Wirth of Colorado, Dodd and Lieberman of Connecticut, Biden of Delaware, Fowler of Georgia, Akaka and Inouye of Hawaii, Simon of Illinois, Harkin of Iowa, Mikulski and Sarbanes of Maryland, Kennedy and Kerry of Massachusetts, Levin and Riegle of Michigan, Wellstone of Minnesota, Baucus of Montana, Bradley and Lautenberg of New Jersey, Moynihan of New York, Burdick of North Dakota, Metzenbaum (author of S.55) and Glenn of Ohio, Hatfield and Packwood of Oregon, Wofford of Pennsylvania, Pell of Rhode Island, Gore and Sasser of Tennessee, Adams of Washington and Byrd and Rockefeller of West Virginia.

Capitol Digest

The AFL-CIO is urging members of the House to approve legislation that would force U.S.-owned "runaway" companies to pay corporate income taxes at the same rates as American-based firms. That "would end an incentive to place jobs out of the country," said William Cunningham, an AFL-CIO legislative representative.

The bill, H.R. 2889, would change tax laws that have encouraged hundreds of U.S. companies to close their American plants and open foreign manufacturing plants to export goods into the American market.

"These runaway firms import goods into the U.S. economy and enjoy deferral of U.S. income taxes while often paying low foreign taxes and experiencing little regulation and using cheap labor," Cunningham told the House Ways and Means Committee.

The runaway firms throw people out of work, Cunningham said, and as a result other domestic companies lose business. Their workers, in turn, lose jobs and wages. Federal, state and local governments end up suffering from the increased cost when taxpayers become tax users because of unemployment.

In other action on Capitol Hill:

REVENUE FOREGONE — Nonprofit organizations, such as labor unions, churches and charities, gained a reprieve from possible massive postal rate hikes when House and Senate conferees reached agreement on the FY 1992 Postal and Treasury appropriations bill. The measure restores many of the cuts in revenue foregone sought by the White House. The appropriation did not restore the full funding of previous levels and it raised third-class mail rates. But it did keep funds for second-class permits and third-class mailings for "letter size" items. A vote on the conference report is expected by the end of October.

JTPA — The House, by an overwhelming 420-6 vote, passed AFL-CIO-backed changes in the Job Training and Partnership Act. The changes ensure that female participants receive equal treatment in training and expand funding for youth employment services. The bill now goes to the Senate.

PERFORMERS — Performing arts unions threw their support behind H.R. 3048, which would modify the 1990 Immigration Act. The bill retains the requirement that the Immigration and Naturalization Service consult with union representatives before approving requests to allow an employer to use non-immigrant alien artists. "All the artists and their unions ever wanted was a voice, not a veto," Jack Golodner, president of the AFL-CIO's Department of Professional Employees told the House Judiciary Committee. The bill also calls for a General Accounting Office study of U.S. entertainment industry employment practices as well as those of foreign countries that restrict American performers.

High court lets stand ALPA judgment against Eastern

By James B. Parks

The Air Line Pilots scored a major court victory against Eastern Airlines that could mean up to $75 million in back pay for former pilots of the defunct airline.

The U.S. Supreme Court on Oct. 8 let stand a lower court ruling, in Eastern vs. Air Line Pilots Association, that the carrier wrongly refused to reinstate hundreds of returning striking pilots once the ALPA members ended their strike and offered to return to work.

ALPA, in a statement applauding the decision, said it was "a significant victory. . . against the union-busting strategy employed by Frank Lorenzo at Eastern."

ALPA said the company is liable for $25 million to $75 million in back pay to the former strikers.

The amount of the liability depends on the outcome of other cases currently pending in federal court, the ALPA statement said.

The lower court ruled the Railway Labor Act — which covers the airlines — requires that a newly hired pilot must complete all pilot training and actually operate a revenue flight before he or she can become a "permanent replacement" for a striking pilot. Therefore, the returning pilots should have been allowed to displace the strikebreakers who had not finished their training, the court said.

The pilots had refused to fly for Eastern in March 1989 after the airline was struck by the Machinists.

In another RLA case, the U.S. Court of Appeals for the Fourth Circuit ruled that a union member does not have the right to a rebate of that portion of union dues used for purposes other than collective bargaining and contract administration.

Reversing a lower court decision in Kidwell vs. Transportation Communications International Union, the appeals court said the principles that allow non-union members who pay an agency fee to receive a rebate do not apply to union members.

Judge Francis D. Murnaghan Jr., who wrote the opinion, said Congress intended to eliminate "free riders" by spreading the cost of collective bargaining among all employees in the bargaining unit. The act permits agency shops as a condition of employment, the court said, but union membership is not a condition of employment.

Therefore, union membership is voluntary, the court said, and "to find that a union may not collect money for political activities from its members would curtail the political activities traditionally funded by voluntary union membership. . ."

In other court action, the U.S. Supreme Court:

- Let stand a decision that the Teamsters must let its rank-and-file members elect national officers. The election is set for December.
- Let stand and order that the Farm Workers pay $1.68 million to a California grower for damage caused during the 1979 strike.
- Let stand an appeals court ruling that bans the Federal Election Commission from regulating voter guides, which list candidates' positions on issues, but do not urge people to support specific candidates.

Senate delays voting on Thomas nomination

The Senate delayed the vote on the Supreme Court nomination of Clarence Thomas one week to air a charge of sexual misconduct against the nominee.

The new vote was scheduled for Tuesday, Oct. 15.

The charge of misconduct against Thomas was made by a former aide, University of Oklahoma law professor Anita Hill. When originally approached by a Senate committee, Hill asked that the information remain confidential. Judiciary Committee members privately reviewed the allegations — and an FBI investigation of the matter — before they voted 7-7 to send the Thomas nomination to the full Senate without a recommendation. The FBI reportedly reached no conclusion.

The Senate approved the delay by unanimous consent, the same procedure under which the vote was orginally set for Oct. 8. Further investigation was expected as the committee reopened the hearings, with Thomas, Hill and others scheduled to testify.

Hill charges that, while she was working for Thomas at the Education Department's civil rights office and the Equal Employment Opportunity Commission, he made inappropriate sexual comments.

His behavior created a hostile working environment for her, she said.

Thomas denied the allegations in a sworn affidavit released during consideration by the Senate leadership on delaying the vote.

Hill left government service in 1983 to become a law professor at Oral Roberts University in her native Oklahoma before being hired in 1986 by the University of Oklahoma, which has granted her tenure.

Hundreds rally to support 'replaced' Holsum workers

About 350 supporters rallied behind Phoenix-area Bakery, Confectionery and Tobacco Workers who were forced out and then "permanently replaced" at Holsum Bakery.

The marchers also condemned the cutoff of health care benefits for Holsum retirees and urged Congress to pass strikebreaker legislation.

"Why does George Bush work to break the bonds of oppression in the Soviet empire and in Poland while allowing the American workers to be shackled by unjust laws?" asked Gus Cruz, president of BCT Local 232. "Starting today, we must commit ourselves to getting Congress and George Bush to pass the bill that outlaws the use of scabs."

The bakers were forced out on strike in June when Holsum, Arizona's largest baking company, refused to continue the federally insured defined benefit pension plan that was jointly run by labor and management, said Chris Wallace, BCT's assistant director of research. Holsum's final contract offer contained a new defined contribution plan that was not insured and was run by the company.

When about 180 workers walked out, Holsum "permanently replaced" the strikers.

The union, in an effort to regain the lost jobs, agreed Sept. 24 to return to work unconditionally and the workers ratified the company's final offer on Sept. 26.

But company officials have said the final offer was no longer on the table and made new demands including eliminating premium wage for Sunday work and dropping the guarantee that workers would have 12 hours off between shifts.

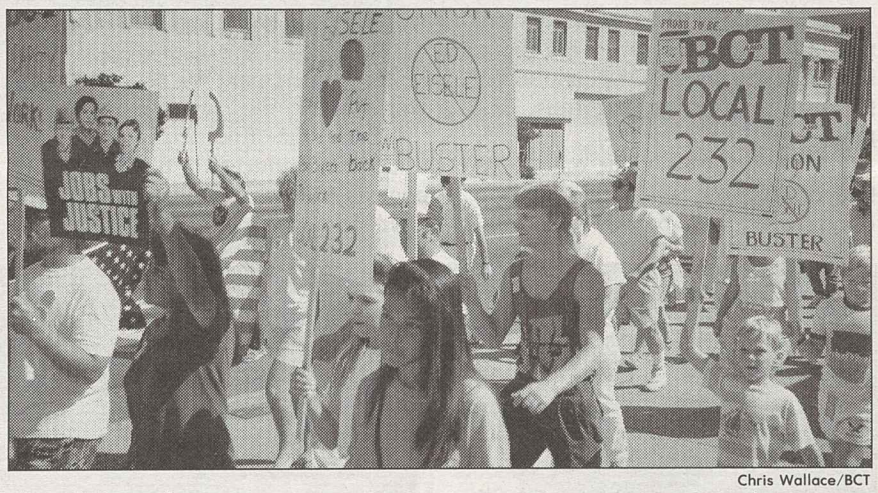
A top AFL-CIO legislative priority is Senate passage of S. 55, the Workplace Fairness bill, which along with the House-passed H.R. 5, would ban the "permanent replacement" of striking workers.

Cruz exhorted the various unions represented in the rally — AFSCME, Postal Workers, Communications Workers, Musicians, Teamsters and Carpenters — to lobby for passage of the strikebreaker legislation.

Other rally speakers included Charles R. Huggins, secretary-treasurer of the Arizona AFL-CIO, and R.T. Griffin, president of the Central Arizona Labor Council.

Holsum has not agreed to hire back union members and has told the local there are no jobs available. The union is considering filing an unfair labor practices charge with the National Labor Relations Board if the company does not sign the contract or does not rehire union members as vacancies occur, Wallace said.

The Holsum retirees received notice in September they would lose their medical coverage on Oct. 1. Calling it a "criminal act of corporate irresponsibility and greed," Bill Van Dine, Local 232 secretary-treasurer, said "the sudden, shocking and shameful cutoff of health coverage came as a surprise. . . . It was a dastardly act of cowardice."



Chris Wallace/BCT

About 350 people march in support of Holsum Baking workers who have been "permanently replaced" by strikebreakers.

Bank mergers should take workers into account, UFCW says

Federal regulators should be required to consider the impact of bank mergers on employees and set up a game plan to deal with the results of the merger, the Food and Commercial Workers told Congress.

The union also volunteered to help develop a joint labor-management program to help cushion the harmful effects of possible layoffs from the proposed merger of BankAmerica and Security Pacific Bank.

UFCW Vice President Beth Shulman told the House Banking, Finance and Urban Affairs Committee the BankAmerica merger could put 10,400 workers at risk in Washington state. Some 20,000 workers could lose their jobs in 10 Western states as several hundred branches of the two banks are targeted for closing, said Shulman, who heads UFCW's professional division.

UFCW Local 1182 represents more than 4,600 employees of Seattle First National Bank (SeaFirst), which is owned by BankAmerica.

The SeaFirst employees, 85 percent women and 10 percent members of minority groups, have not been told officially what will happen to them if the merger is approved, Shulman said.

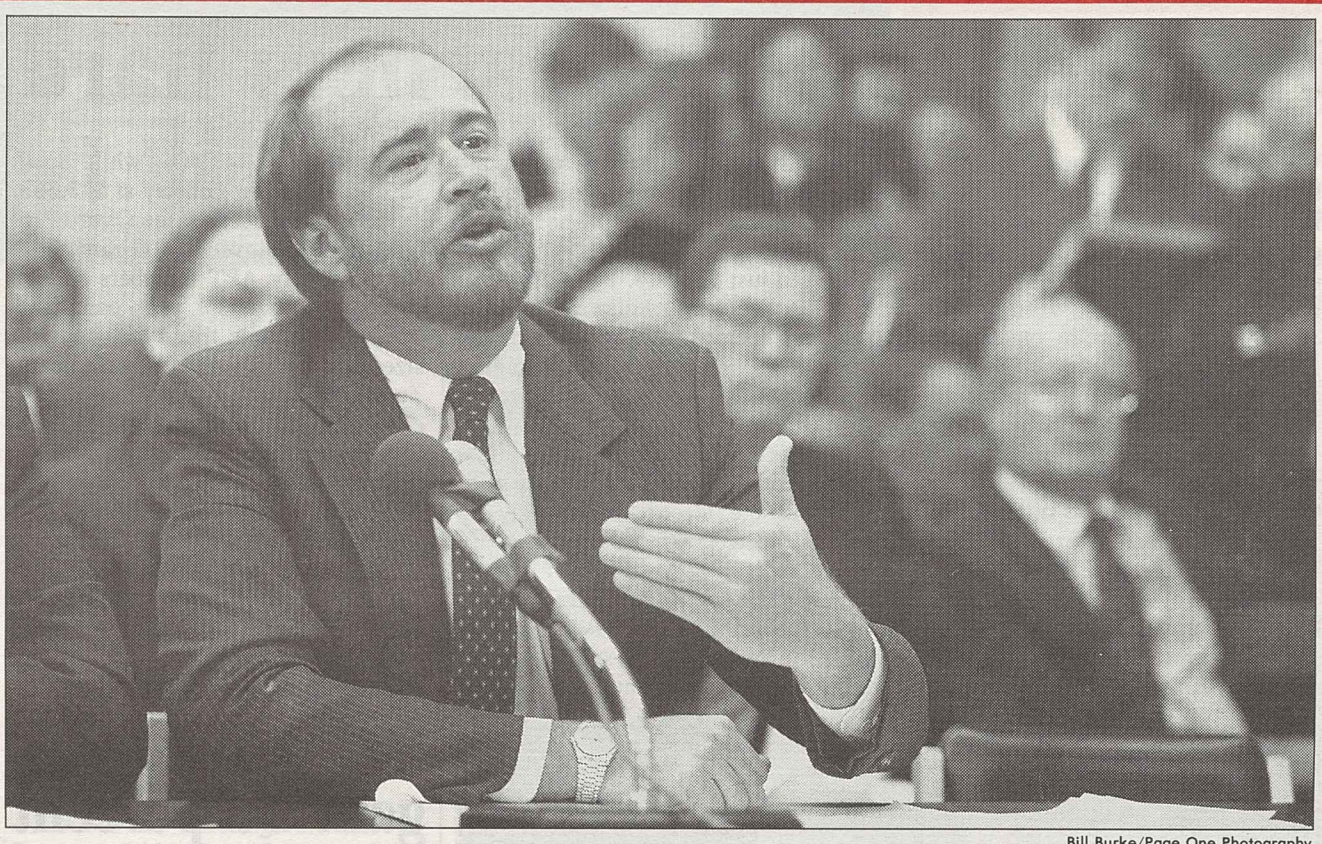
Recent bank mergers have led to massive layoffs, Shulman said, citing about 4,000 jobs lost in the 1986 Wells Fargo-Crocker Bank merger and another 4,000 in the Bank of New York-Irving Bank deal. Two mergers in July 1991 resulted in more than 15,000 people being laid off: 6,200 in the Chemical Bank-Manufacturer's Hanover merger and 9,000 in the newly merged Nation's Bank, she added.

"It has been estimated that upwards of 300,000 further layoffs in the banking industry could be realized in the next five years," Shulman said.

Yet neither of the agencies that oversee bank mergers — the Federal Reserve Board and the Office of the Comptroller of the Currency (OCC) — takes into account the human toll of the effect on workers. She quoted one OCC attorney as saying the agency "looks at cost savings and does a financial analysis in terms of the effect on institutions, not necessarily the effect on people."

The UFCW offered to "assist in the formation of a joint labor-management committee to address worker displacement, through a comprehensive employment and training center," Shulman said.

For such a program to be successful, workers must be part of the planning, design and implementation of the projects. Second, there must be an on-site, multi-service center to deliver services to displaced workers in a location where the workers feel comfortable and reassured that the services are established to meet their needs, she said.



Bill Burke/Page One Photography

OCAW President Robert Wages tells House panel that workers can help make petrochemical plants safer.

Unions score chemical safety report

Contract work standards, worker involvement urged

Unions criticized a government-sponsored study of the disaster-prone petrochemical industry for failing to single out the contract work system as the source of safety problems. The unions also called for more worker involvement in safety inspection and training.

Robert Wages, president of the Oil, Chemical and Atomic Workers, and James J. Valenti, safety and health specialist for the Steelworkers, testified before the employment and housing subcommittee of the House Government Operations Committee, which focused on health and safety standards in petrochemical plants.

The petrochemical industry has suffered 78 fatalities in 25 accidents over the past two years. Witnesses evaluated the study of the John Gray Institute, which the Occupational Safety and Health Administration commissioned to investigate the impact of contractors on the functioning of petrochemical plants.

"The study tended to drastically downplay what I considered some of the most revealing findings," said Valenti, including "the relationship between contractors and accidents." Quoting a statistic from the report, Valenti said, "accidents involving contract workers in this industry as a percentage of the total number of accidents have increased every year for the past five years."

The report said contract workers are less experienced than direct hire employees, suffer greater language barriers and "are a less qualified work force if judged by conventional criteria of experience, education, compensation, and stability," Valenti said.

The study also glossed over the turbulent relationship between managers and workers in the industry, Wages said. "This study is replete with references to a process of cooperation (between) industry and labor. So, if the participation of the representatives and labor is so damn important, why does industry and much of government go out of their way as a matter of practice and policy to prevent them from forming unions?" he asked.

> *"The recommendations called primarily for more meetings, more study groups and very little action."*
>
> **—James J. Valenti**
> **Steelworkers Safety Specialist**

The union is interested in talking about training and educating workers and contractors, said Wages. But this means stopping the "politeness" charade — and begin addressing the problems through negotiations.

"It's high time that we jettisoned the lawyers, jettisoned the industry posturing," Wages said, defining the workers as perhaps the most important resource the industry has in producing headway in the health and safety arena.

"If you're going to mandate that this industry undertake management safety and management processes different than in the past and you're going to mandate it to the exclusion of the eyes and ears that are inside that plant — that's wrong!" he said.

The employee representatives know more about the workplace than anyone else, Wages said. "They carry the tool box into the plant and work there every day. You've got operators that have worked there for 15, 20 years that can tell if there's something wrong just by the sound of the pumps."

A safe work force means incorporating workers into education and training programs and accumulating on-the-job experience and on-site training.

The other solution "is not to bring everyone else down to the level of the rat contractor, but bring their standards up to ours," Wages said. Boosting standards would add stability to the work force and prevent primary employers from shifting contractor costs to the backs of direct-hire workers, he said.

— Press Associates

GM fined for ignoring lockout/tagout rule

The Occupational Safety and Health Administration proposed a nearly $2.8 million fine against General Motors Corp. in the case of a worker killed while doing maintenance work.

OSHA, in issuing the citation Sept. 26, said management at GM's Oklahoma City assembly plant "essentially ignored the requirements of the (lockout/tagout) standard," leading to the April 4 tragedy.

The lockout/tagout rule addresses the procedures necessary to disable equipment and to prevent the release of potentially hazardous energy during maintenance and servicing activities that would activate machinery and possibly harm a worker.

OSHA alleged 57 egregious and willful violations of the standard, including citations for not training workers on reassignment and inadequate energy control procedures.

Donald Smith, 37, a millwright at the plant, died from his injuries after his head was crushed by a pneumatic lift that was activated accidentally.

OSHA Administrator Gerard F. Scannell said that even though UAW and GM jointly developed a lockout training program in 1984, it was not practiced on the production floor and had not been updated after the OSHA standard was adopted in 1989.

Scannell cited "a history of hazards, accidents, near-misses, non-compliance with corporate and plant directives and failure to implement any hazardous energy control program" at the GM plant.

According to UAW figures submitted to OSHA, GM had 23 work-related fatalities between 1973 and 1988 related to lockout/tagout failures.

The OSHA penalty "while appropriate, in no way compensates for the loss of Donald Smith's life and the suffering of his family," said UAW Vice President Stephen Yokich. "The UAW is convinced that the death of Donald Smith could have been prevented by the full implementation of an energy lockout program."

While the corporation has an obligation to provide a safe and healthy workplace, Yokich said, "it appears that if a plant's management decides that a safety program — even one as critical as energy lockout — gets in the way of production, management somehow has the option to ignore it. We will never accord such thinking because it endangers workers' lives."

N.C. OSHA revocation plea studied

By Colleen M. O'Neill

The Occupational Safety and Health Administration is seeking comment on a proposal by the AFL-CIO to revoke the North Carolina state OSHA plan.

In a notice published in the Sept. 30 Federal Register, OSHA solicited comment for 90 days on the federation's Sept. 11 petition, which said the North Carolina state plan on occupational safety and health protection was so dismal it should not be trusted anymore and should be taken over by federal OSHA.

The AFL-CIO acted after 25 workers died in a fire at a chicken processing plant in Hamlet, N.C. In that plant, exit doors were unmarked and locked from the outside, emergency lights were not working and neither the fire-fighting nor alarm system was adequate. Company officials have said the plant will not reopen.

Workers told members of Congress Sept. 12 they were given no training or instructions on what to do in case of fire — and North Carolina officials acknowledged after the fire the plant had not been inspected in its 11-year history.

In introducing the petition, AFL-CIO Safety and Health Director Peg Seminario said the Sept. 3 fire illustrated that "North Carolina is grossly delinquent in meeting its responsibilities to protect the safety and health of workers in the state. . . . (North Carolina) has consistently failed to enforce standards effectively (and) has repeatedly failed to provide adequate personnel to effectively implement its program."

Comments, in quadruplicate, must be postmarked by Dec. 29 and should be sent to the OSHA Docket Office, Docket No. T-24, U.S. Department of Labor, Room N-2626, 200 Constitution Ave. N.W., Washington, D.C. 20210.

Comments of up to 10 pages may be faxed to 202/523-5046, provided the original and three copies are sent to the docket as well.

Organized labor has been working in other ways to aid the victims of the tragic Hamlet fire. As of Oct. 1, the AFL-CIO and its affiliates had contributed $18,600 to help the workers and their families in a fund that has collected $142,000 overall.

Contributions may be sent to the Hamlet Victims' Assistance Fund, c/o The United Way of Richmond County, 214 E. Washington St., P.O. Box 1025, Rockingham, N.C. 28379-1025.

Meanwhile, in the wake of the North Carolina fire, OSHA posted a notice of "alleged imminent danger" at a manufacturing plant in Lynn, Mass. The agency said an inspection revealed fire hazards at Wain Manufacturing similar to those at the Hamlet plant, including blocked aisles, inadequately marked exits, locked exits and missing fire doors.

Wain, a maker of eyeglass cases, shut the plant down and sent its 100 employees home after the notice was posted Sept. 24. OSHA said the company agreed to cooperate with the agency to correct the problems.

Recession, budget cuts hit teachers hard

By Candice Johnson

Teachers are being hit hard by the yearlong recession and state and local budget cuts, a new report found.

The AFT annual wage and spending survey showed that teacher pay raises during the 1990-91 school year — about 5 percent — were the lowest gains over the past 18 years. After adjusting for inflation, teachers gained just $19 since 1988-89, according to the AFT study, Survey and Analysis of Salary Trends, 1991.

AFT President Al Shanker said low starting salaries for teachers affect the ability of school districts to compete with other employers for the most capable college graduates — and will adversely affect reform efforts.

"Part of the education reform strategy of the mid-1980s was salary improvement as a way of drawing talented people into teaching," he said, adding "that piece of the strategy has been missing in recent years."

"Beginning offers in business for new college graduates remained high, compared to beginning teacher salaries in 1991," he said. Beginning engineers were paid as much as 51 percent more, while liberal arts graduates earned up to 14 percent more, the survey found.

Starting teachers averaged $21,542 last year, an increase of 4.9 percent over the previous school year, but below many professional starting salaries.

The recession has hurt state treasuries, and the decline in real estate values has hurt tax bases and funding for local school districts, the union said.

Ten years ago, annual teacher salaries averaged just $17,544. Teachers made gains in many school districts over the ten-year period, with pay in the 1990-1991 period now averaging $32,880. But over the past five years, those gains have come at a very slow pace, with real earnings just $1,000 higher than 1972 levels, the study said. The average teacher had nearly 16 years' experience in 1990-91.

Teacher pay also grew at a slower rate than salaries of administrators, central office secretaries, custodians and cafeteria workers, the survey found. Alaska posted the highest average teacher salary, $43,406, while South Dakota trailed the country at $22,363.

The 107 members of the Girard Professional Employees in Girard, Pa., were the only AFT members still on strike as the school year continues. Teacher concerns there include class size and work day requirements. Teachers in Tawas, Mich., and Lincoln, R.I., returned to work in early September while negotiations are continuing. Strikes were settled in Illini Bluff, Ill., Peters Township, Pa., and Providence, Warwick and Pawtucket, R.I.

The National Education Association was still involved in 51 strikes at the end of September, with more than half of the strikes in Pennsylvania and Illinois.

Ray Crowell/Page One Photography

AFL-CIO President Lane Kirkland discusses the Dayton Daily News situation with, from left, Wes Hills, second vice president of the Dayton Guild; TNG President Charles Dale; TNG Representative Hannah Jo Rayl; Dayton Guild President Rob Modic and Ken Young, Kirkland's executive assistant.

NLRB: Dayton paper failed to bargain

Subscriber boycott pressed by Guild

The National Labor Relations Board has backed the Newspaper Guild's unfair labor practice charges at the Dayton (Ohio) Daily News, where the union has been seeking a first contract for nearly two years.

Meanwhile, the Dayton Guild is keeping the heat on the newspaper — owned by Cox Enterprises — with a campaign urging subscribers to boycott the paper until a contract is reached and a request for a federal investigation into the the Cox chain's print, radio and television holdings in the area.

AFL-CIO President Lane Kirkland met with Rob Modie and Wes Hills, officers of the Dayton local, and TNG President Charles Dale at federation headquarters Oct. 4, to discuss how the labor movement could assist the Daily News workers.

In a complaint issued Sept. 30, the NLRB charged that the paper was engaging in surface bargaining. Specifically, the paper failed to provide the union with information needed for bargaining, refused to agree to a dues-checkoff or union security provisions, and took to impasse the issue of whether to include "stringers" in the bargaining unit.

A hearing on the charges is set for Jan. 30 in Dayton.

The Dayton Guild has been working to win a first contract covering 180 editorial workers, members of the News Employees Association of Dayton, who voted to affiliate with the Dayton Guild in 1986 and again in 1989. Key concerns include wages, fair treatment for part-time workers, and the union security issue.

The Dayton local is pressing the connection between the Daily News and the refusal of two Cox-owned stations to sell the union air time for the boycott ad. The boycott campaign was begun in May after 19 months of unsuccessful bargaining.

The chain has hired union-busters King and Ballow, who represented the Tribune Co. at the New York Daily News, as its bargaining representative.

In another newspaper industry development, the NLRB has ordered a representation election for 280 full- and part-time workers at The Press of Atlantic City. The election covers workers at the main office in Pleasantville and at bureaus in Vineland, Cape May and Manahawkin.

TNG Local 10 had petitioned the board in January to represent the circulation, editorial, finance and sales/marketing departments of the paper in a single bargaining unit. The NLRB rejected the newspaper's contention that departments should be divided into separate units, noting that departments had "substantial contact with each other."

Rainfair added to union boycott list

Rainfair Inc., a manufacturer of protective clothing used by fire fighters, postal workers and police officers, has been added to the AFL-CIO's national boycott list.

The company, based in Racine, Wis., was struck June 20 by 136 members of Ladies' Garment Workers Local 187, who termed Rainfair's demands for concessions unacceptable. The workers have since been "permanently replaced," and the company has begun to transfer work to a non-union facility in South Dakota and to overseas production in China.

Rainfair maintained a relatively amicable collective bargaining relationship with ILGWU for 43 years until the company was purchased in 1988 by Craig Leipold, the son-in-law of the head of the Johnson Wax.

This year the company presented workers with a long list of demands, including an increase in health insurance co-payments, an offer to increase wages by only 10 to 15 cents over 3 years, and an end to two paid holidays.

"We will pursue this boycott relentlessly until our members are back on the job with a fair contract," said ILGWU President Jay Mazur. With the AFL-CIO boycott, "we are now appealing to unionized fire fighters, postal workers, police officers and customs officials not to buy Rainfair protective clothing."

Boycott activities include leafletting at the National Buying Syndicate Fall Market in Fort Worth, Texas, the Mid-States Fall Buying Show in Minneapolis and the International Marine Trade Expo in Chicago — trade shows geared to the outdoor sports market, which represents a significant share of Rainfair's sales.

GPO employees gain 20 percent salary increase

Some 1,300 white-collar workers at the Government Printing Office will receive more than 20 percent in pay raises and bonuses over the next four years as the result of negotiations between Government Employees and the Printing Craft Joint Council (AFGE/PCJC) and GPO management.

Under the terms of the agreement, the workers will receive a 4.1 percent increase, plus a 1 percent one-time bonus, retroactive to the first payday in January 1991.

In January 1992, the workers will receive a 4.2 percent pay raise, plus a 1 percent one-time bonus. In January 1993, workers will receive a cost-of-living adjustment.

AFGE President John Sturdivant credited "our professional and local union negotiators as well as the negotiators of the Printing Craft Joint Council, for achieving this important contract for the GPO workers."

The negotiations, which began last November, also were assisted by the Congressional Joint Committee on Printing.

If, during the last two years of the agreement, the Washington area gets locality and geographic pay, the parties agreed to re-open the contract.

Coordination nets 3-year GTE pact

Coordinated bargaining by the AFL-CIO Industrial Union Department has resulted in new three-year contracts that provide wage increases and improvements in the pensions and retirement plans for more than 1,600 workers in six GTE lighting and precisions materials plants.

The contracts, which cover workers represented by the Machinists, Electrical Workers, Electronic Workers, Teamsters and UAW, will provide a 3 percent annual pay increase for the term of the contract.

The agreements also provide for a $3 per month increase for each year of service with its pension program and include a $2.50 increase in an early retirement supplement for workers 58-62 years old. A long-term disablity program was also introduced.

Negotiators secured an additional month of medical and dental benefits for workers who are laid off and held on to their 85/15 health insurance plan by agreeing to a 5 percent employee contribution toward premiums in return for lowered deductibles.

LABORITE

INSTITUTES

The George Meany Center for Labor Studies offers 55 institutes from Nov. 1, 1991 through June 1992. These four pages describe them.

Center adds new courses

Six new titles are among the 55 institutes offered during the next eight months by the George Meany Center for Labor Studies. At least nine center programs will go West again — this time in July — in what is now called the Western Semester.

Workshops described in these four pages run from Nov. 1, 1991, to July 1, 1992, at the center's campus in Silver Spring, Md., except where noted. An application form also is included.

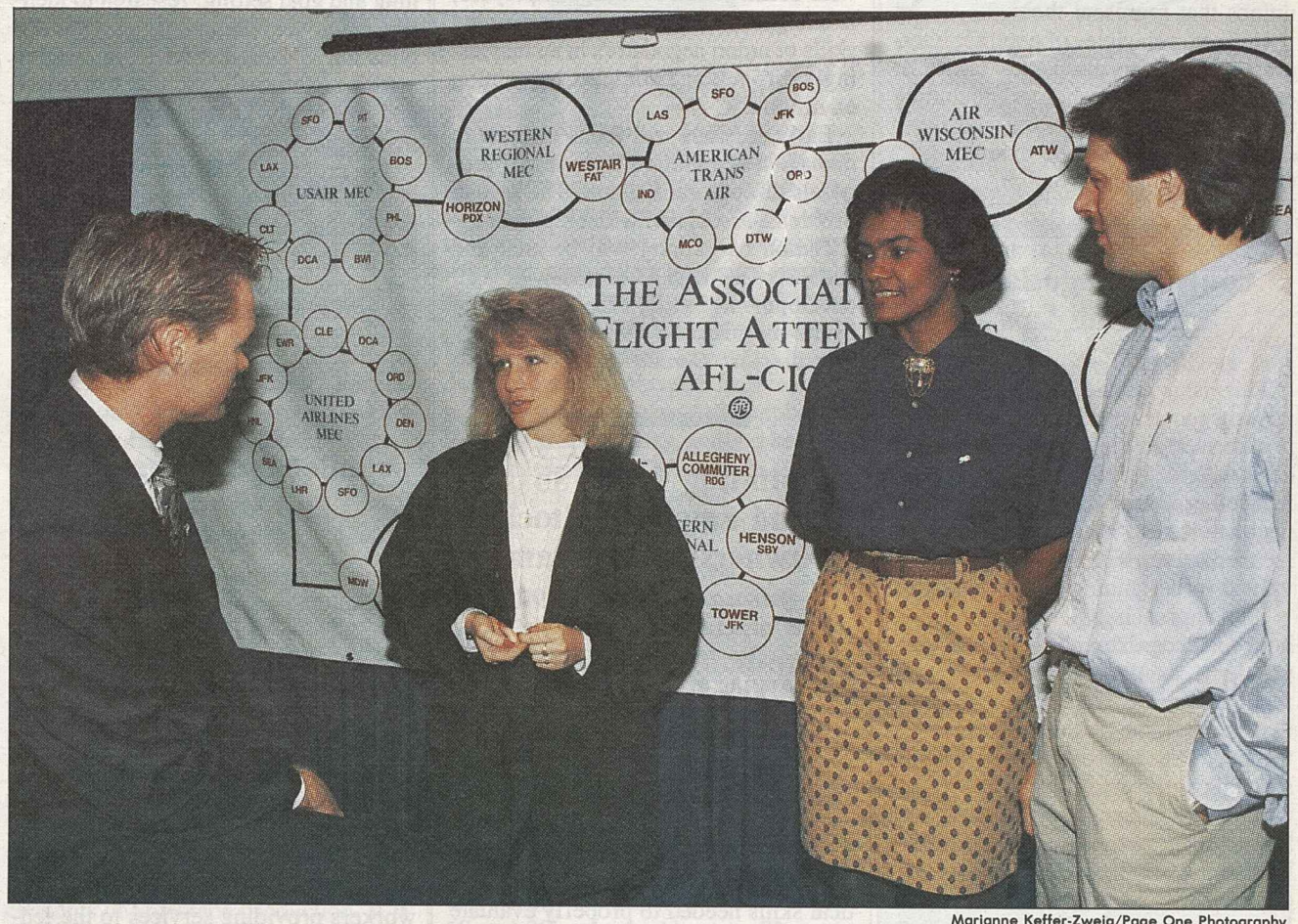
The six new offerings are How to Create a Videotape; Contract Campaigns; Contract Negotiations and the Law; Current and Historical Records: Management and Preservation; Advanced Organizing Techniques in the Construction Industry; and Union Administration, Contract Administration and the Law.

Like all other programs offered, except for the College Degree Program and the Certified Employment Benefit Specialist (CEBS) Programs, the new ones are tuition-free. Center programs are open to elected or appointed staff and officers of AFL-CIO affiliates.

The new courses, along with other programs in communications, negotiating, organizing, arbitration, labor law and union building are described in these pages.

The College Degree Program and the Western Semester require a special application form you can get from the Center. Contact the Registrar's office at the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903, 301/431-6400 and (fax) 301/434-0371.

Any AFL-CIO organization or affiliate that wants to use the center should contact Janis Underwood at the Registrar's office.



Marianne Keffer-Zweig/Page One Photography

Flight Attendants participating in a discussion at the George Meany Center include (from left); Vaughn Moler of United Airlines, Beth DeProspero of West Air and Gail Lawson and Gary Andreas, both of USAir.

Current and Historical Records: Management and Preservation

December 8-11, 1991

This three-day workshop for chief executive officers or their designees will acquaint participants with record creation, management, preservation and use of such material in a historical context.

What records should be created? What records should be saved? What is the proper way to display artifacts? Does a union need to create its own archives or seek out an existing institution? These are some of the questions that will be discussed in this short course.

Coordinator: *Robert Reynolds*

Advanced Organizing Techniques in the Construction Industry

December 15-20, 1991

Experienced construction organizers will discuss the latest developments in construction organizing with special emphasis on land use planning, environmental law, new labor law developments and work force organizing. The program will draw on the most recent experience in the field and on the new draft of the "Building Trades Organizers Handbook."

Coordinator: *Robert J. Pleasure*

Organizing Techniques I

November 17-22, 1991
February 2-7, 1992
May 31-June 5, 1992

This program is an introduction to basic organizing skills for new union organizers as well as a refresher course for organizers in the private sector.

Strategies will be discussed for dealing with anti-union arguments and techniques used by employers. An overview of the law concerning organizing also will be covered. Through role playing and discussion, participants will learn improved communications skills and their application to house calls, other one-on-one contacts and meetings.

Coordinator: *Marilyn G. Sneiderman*

Organizing II

March 8-13, 1992

Cosponsored by the AFL-CIO Organizing Institute, this course is for organizers who have completed Organizing I, the Organizing Institute Apprenticeship, or who have extensive experience in organizing.

The course will focus on strengthening an organizer's strategic and analytical thinking by using case studies to critically discuss recent campaigns. The sessions will focus on enhancing those skills needed to manage people in a campaign, run multiple campaigns, target larger units and train committees and volunteer organizers.

Coordinator: *Marilyn G. Sneiderman*

Internal Organizing

March 29-April 3, 1992

This institute is for those responsible for developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.

Coordinator: *Marilyn G. Sneiderman*

Labor Law for Organizers: Traditional and New Approaches

April 5-10, 1992

This institute on organizing and the law in the private sector is for national and local staff with responsibility for and experience in organizing. Organizing in the building trades is covered in a separate course.

The course will emphasize how to use the National Labor Relations Act as leverage and how to make strategic and tactical decisions. The program also will deal with alternative routes to obtaining recognition, including tactics to obtain voluntary recognition and the legal issues those tactics involve.

Coordinator: *Sharon Simon*

Organizing in the Construction Industry

April 26-May 1, 1992

This institute will offer building trades organizers an opportunity to build their skills in implementing local and regional campaigns. Participants will focus on oral and written communications with members, unorganized workers, contractors and purchasers of construction services; regional survey and targeting techniques; and "on-site" membership recruitment activity.

Participants will engage in simulations to get hands-on experience in organizing under the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

Contract Negotiations: Private Sector

December 15-20, 1991
March 22-27, 1992

This institute is for full-time officers and staff who negotiate agreements in the private sector. Early sessions focus on the role of the chief negotiator at different points in the bargaining process — including the preparation and design of initial proposals, developing committee work and record-keeping procedures, the structure and function of opening statements, styles of language and economic bargaining, and preparing for and directing the ratification process.

Actual bargaining table tactics, such as the timing and structure of counterproposals, avoiding bargaining bottlenecks, effectively communicating at the bargaining table and using mediation will be developed through the use of case problems.

Coordinator: *Jeffrey MacDonald*

The Craft of Negotiating

January 12-17, 1992

This program assumes participants have extensive experience in negotiating or have taken a basic contract negotiating institute at the George Meany Center.

The aim is to improve the skill of the participants in collective bargaining, grievance-handling and union administration by looking at other negotiating situations. The recommendations of the Harvard Negotiating Project and similar negotiating theories are discussed and evaluated.

This institute differs from courses in negotiating techniques by focusing on sharpening individual skills and developing tactics for all types of negotiations. Videotaping is used to help participants identify their own strengths.

Coordinator: *Jeffrey MacDonald*

Negotiating and Writing Contract Language

December 8-13, 1991
June 21-26, 1992

This institute is designed to improve skills needed to develop proposals and write contracts that will protect and improve the rights of members and the unions that represent them.

Uniform principles of contract interpretation will be discussed. Issues of concern to all negotiators, including union security, recognition and other contract matters will be examined.

Coordinator: *Sharon Simon*

Contract Negotiations and the Law

May 17-22, 1992

This is a course on the law that governs contract negotiations in the private sector (law that specifically deals with the building trades is covered in another course). It is designed for negotiators who would like to familiarize themselves with the legal issues involved in bargaining.

The approach will be practical — how to recognize and deal with legal problems as they arise and how to recognize more complex legal issues that require the assistance of an attorney. The approach also will be strategic — how to use the law to the union's advantage when possible and how to integrate the law into the union's bargaining strategy.

Coordinator: *Sharon Simon*

Using Microcomputers in Negotiations

March 8-13, 1992

This institute shows participants how to use small computers in contract negotiations and is for union staff or officers whose primary responsibility is contract negotiations or back-up research for negotiators.

The primary focus will be on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals. Although Lotus 1-2-3 is used in classes, the skills developed during the program apply to any standard spreadsheet program.

Knowledge of computers is not necessary, but it is helpful to know standard contract-costing techniques.

Coordinators: *Jeffrey MacDonald* and *Chuck Hodell*

Contract Negotiations in the Construction Industry

February 23-28, 1992

This program, for appointed or elected union staff and officers responsible for negotiating labor agreements with construction industry employers, is designed to improve the bargaining skills of union negotiators in an increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from initial proposals through ratification. The special problems associated with employer association bargaining will be analyzed and discussed with a full review of legal developments as they affect bargaining in the construction industry.

Coordinator: *Donald Spatz*

Negotiating Profit Sharing and Employee Stock Ownership Programs

January 21-24, 1992

This program, for full-time union staff or officers who expect to deal with profit sharing or Employee Stock Ownership Programs (ESOPs) at the bargaining table or in an organizing drive, is offered jointly with the AFL-CIO Department of Economic Research.

The program will include sessions on designs and approaches to profit sharing and ESOPs, information and analytical skills needed to properly evaluate profit-sharing proposals, the ability to read and evaluate key employer financial documents, information necessary in an ESOP feasibility study, and negotiating problems and tactics associated with profit sharing and ESOPs.

Coordinator: *Donald Spatz*

Union Administration, Contract Administration and the Law

January 12-17, 1992

This course, for local officers and staff responsible for administration, teaches the basics of the law as well as current developments in these areas.

Major topics to be covered are duty of fair representation, arbitration law, the union's right to information, the law dealing with internal union affairs, equal employment opportunity obligations and drug testing.

Coordinator: *Sharon Simon*

Contract Campaigns

January 5-10, 1992

This institute builds on the skills taught in organizing techniques and contract negotiations by examining ways to increase bargaining power: membership mobilization through organization, education and action; planning and goal setting; research to identify employer vulnerabilities; and application and escalation of innovative tactics — internally at the workplace and externally in the community and marketplace.

The program is designed for national and local staff with responsibility for organizing and negotiating first contracts or representatives facing hard bargaining situations.

Coordinator: *Donald Spatz*

Service Contract Act: Collective Bargaining and Organizing

December 3-6, 1991

This program, developed by the AFL-CIO Economic Research Department, is offered cooperatively with the George Meany Center for Labor Studies and the AFL-CIO Department of Organization and Field Services. It is for union officers and staff who either service or organize workers covered by the Service Contract Act.

The Service Contract Act, like the Davis-Bacon Act, is a federal prevailing wage law. It covers private sector workers providing services to the federal government. Unlike Davis-Bacon, the Service Contract Act provides that a union contract becomes the prevailing wage.

Coordinator: *Jeffrey MacDonald*

Arbitration: Preparation and Presentation

November 3-8, 1991
January 12-17, 1992
March 29-April 3, 1992

This institute concentrates on developing the necessary skills to prepare and present arbitration cases. Discussions will focus on what matters can be arbitrated and the selection of arbitrators.

Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention will be paid to their investigation and to the rules arbitrators use in deciding them. Mock cases are presented before voluntary professional arbitrators.

This program is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Advanced Arbitration

May 3-8, 1992

This institute, designed to provide advanced training for grievance arbitration to help participants improve their techniques, will include exercises in the preparation and writing of post-hearing briefs and discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Standards of Discipline and Discharge in Arbitration

December 8-13, 1991
June 21-26, 1992

This institute examines discipline and discharge standards and related issues of misconduct applied in grievance arbitration hearings.

Participants will hear from arbitrators and examine case studies that concentrate on the concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases; discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation is limited to those who attended the basic arbitration institute or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

Arbitration in the Federal Sector

March 8-13, 1992

Although many procedures and practices in private-sector arbitration apply in federal employment, significant differences do exist and will be discussed in this institute.

Mock cases will be presented before professional arbitrators with experience

Application to Register for Labor Studies

To reserve a place in a George Meany Center program, please complete an application and mail it with your payment of $134 to the George Meany Center; $99 will be credited to your room and board bill, and $35 will cover your registration fee. The deposit for registrants who commute to class is $75. It covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received 2 weeks before the program. Please make the check payable to the George Meany Center for Labor Studies.

For more information about any program, call the Registration Office at 301/431-6400, or fax 1-301-434-0371.

Application to register for Labor Studies

Center Registrations
George Meany Center for
Labor Studies
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

Check One

- ☐ Commuting to class
- ☐ Single room @ $99 daily
- ☐ Double room @ $75 daily person with (name) _____

Please Print or Type

Please enroll me (course): _____

Dates: _____ Enclosed is a deposit of $_____*

*(Deposit and registration fee required with application)

Name: Mr./Ms. _____

Address: _____ City: _____ State: _____ Zip _____

Sponsoring Union: _____ Local Union Number _____

Union Position: _____

Business Phone: ( ) _____ Signature _____ Date _____

If you wish to charge your deposit the following must be completed:

_____ Visa _____ Mastercard _____ American Express

Account Number _____ Expiration Date: _____

Amount: _____ Authorized Signature _____

Send me information on: (please check) _____ Western Semester, _____ Off Center, _____ College Degree Progam, _____ Labor's Heritage

in the federal sector. The cases will be videotaped and played back for analysis.

The program is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can analyze and brush up on their techniques.

Coordinator: *David G. Alexander*

Labor Relations in the Federal Sector

February 3-7, 1992

This week-long institute will provide an overview to important subjects affecting the role of staff and officers in unions representing workers in the federal sector. The institute will be taught by professionals in labor relations who have extensive experience in the federal sector.

The institute will cover such subjects as collective bargaining in the federal sector, grievance handling and arbitration, how to deal with adverse and performance-based actions and strengthening the union from within.

Coordinator: *David G. Alexander*

New Staff Program

December 1-13, 1991
June 7-19, 1992

This two-week program is designed for individuals recently appointed or elected to a full-time union staff position. Those who have taken Organizing Techniques I and Contract Negotiations should not enroll in this program.

The program has three basic goals: to develop personal skills needed to function effectively in the many different roles of a union staff member; to improve planning skills needed to manage a contract negotiation and to organize a campaign to revitalize a local union; and to provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinators: *Donald Spatz, Jeffrey MacDonald, Marilyn G. Sneiderman,* and *Diana Linton*

Effective Writing

December 1-6, 1991
May 17-22, 1992

This workshop looks at such different writing formats as union correspondence, contract summaries, committee reports, position statements, speeches, leaflets, newsletter articles and public service announcements.

Participants complete writing exercises and edit their own writing each day. Individual coaching by professional writers and editors is a central part of this program. Class size is limited to 15.

Coordinator: *Louise D. Walsh*

Newswriting and Editing for Union Publications

February 23-28, 1992

Union editors and staff get coaching on newswriting and editing and pick up ideas from other union editors on how to make a publication more readable and credible. Classes focus on newswriting, feature writing, labor law for editors (libel and Landrum-Griffin), headline writing, photo editing, news sources, and layout and design.

Coordinator: *Louise D. Walsh*

Desktop Publishing

January 21-24, 1992
February 18-21, 1992
June 21-24, 1992

This workshop, for union editors and labor educators, will focus on electronic layout procedures, text and graphic placement and the use of electronic "tools" to crop, size and enhance graphic elements. Participants will produce a short publication using PageMaker software and IBM-compatible computers.

The class is limited to 10 participants experienced with computers. Participants should have access to Desktop Publishing after they finish the course.

Coordinator: *Chuck Hodell*

How to Create a Videotape

March 8-13, 1992

This new workshop is for full-time local union staff who want to learn the basics of how to create short and inexpensive videotapes for their members and/or communities.

The program, led by videotape specialists, will concentrate on video scriptwriting and will present other elements of videotape production. It is not a workshop on how to edit videotape.

Officers and staff of state and local AFL-CIOs also are welcome to attend. Class size is limited to 20 participants.

Coordinator: *Louise D. Walsh*

Making the Legal System Work

June 7-12, 1992

This program is designed to improve the ability of union staff, officers and stewards to solve employment-related problems under existing local, state and federal legislation while not losing sight of the primary importance of the union's rights under the collective bargaining agreement.

The program will build on existing problem-solving and advocacy skills to enable the participant to more effectively represent the interests of union members.

Coordinator: *David G. Alexander*

Effective Union Action for Civil Rights

April 6-10, 1992

This is the annual conference of the AFL-CIO Civil Rights Department, which is planned especially for civil rights and women's rights designees for AFL-CIO unions. All union staff members and elected officers interested in this important subject also are invited to attend.

Coordinator: *Marilyn G. Sneiderman*

The Union Administrator and Business Agent

May 10-15, 1992

This workshop will focus on several major concerns: identifying and solving problems, enhancing leadership style, organizing time and support systems, organizing the backup system in the office, monitoring finances and budgeting, reaching members and keeping out of trouble with the law.

Coordinator: *Marilyn G. Sneiderman*

Effective Speaking

May 3-8, 1992

This workshop focuses on the basics of preparation — selecting topics, researching, outlining and editing — and delivery of the message with vocal variety, rate, eye contact, audience analysis and an awareness of time and locale.

A variety of speaking situations will be presented in daily assignments and exercises are videotaped for playback and critique. Exercises will emphasize listening skills, helping students become more attentive and responsive.

Coordinator: *Gene Morrill*

TV: The Cool Medium

April 12-15, 1992

This three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras. Participants will have many exercises facing video cameras: a hostile confrontation, a panel discussion, an in-studio interview and 60 and 20 second addresses. The sessions may be tailored to individual unions if an affiliate wishes to train its staff in certain areas.

One session focuses on working with TV reporters — controlling an interview, recognizing deadly questions and avoiding "no comment," while another concentrates on relating to the camera.

Coordinators: *Gene Morrill* and *Louise D. Walsh*

Personal Computers for Local Unions

November 24-27, 1991

This institute, for union staff members will provide information about mini- and micro-computer systems and how they can be applied, with suggestions for staff training and computer maintenance.

Classes are taught in plain, nontechnical terms by instructors who are computer specialists as well as unionists. There will be hands-on workshop sessions for participants using state-of-the-art mini-computers.

Coordinator: *Chuck Hodell*

Labor Law in the Construction Industry

March 1-6, 1992

This institute will focus on union referral practices, union regulation of work and anti-trust laws, non-traditional economic pressures and corporate change in the employing unit, including the problems of double-breasted contractors.

Other topics include bankruptcies and mergers; union security, union dues and related legal issues; collective bargaining and contract enforcement in multiemployer bargaining units; and ERISA and job-creating investments.

Coordinator: *Robert J. Pleasure*

Western Semester July 1992

The George Meany Center for Labor Studies and the AFL-CIO Department of Education will offer a semester of education/training programs during July 1992. The second "Western Semester" program will be held at the Harbortown Convention Center in Ventura, Calif., 60 miles north of Los Angeles.

At least nine courses will be offered, including Arbitration, Advanced Arbitration, Organizing in the Construction Industry, Craft of Negotiations, Negotiating and Writing Contract Language, Effective Speaking, Newswriting and Editing, Teaching Techniques for Labor Education, as well as a new course on Internal Union Organizing.

Enrollment is limited to elected or appointed staff and officers of AFL-CIO affiliates. Because of limited space, first priority goes to applicants west of the Mississippi River.

For more information, call 301/431-6400 or write Western Semester Program, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

College Degree program offered

The College Degree Program at the George Meany Center for Labor Studies, which leads to a Bachelor of Arts degree in labor studies from Antioch University, allows union leaders to earn a degree without interrupting their union work.

In addition to an application fee of $25, a $75 administrative and counseling fee is required if you are accepted. Tuition costs $50 a credit hour ($250 per course). Books and materials are extra.

A room and three meals a day during a week-in-residence costs the same as for other center programs, currently $99 a day single occupancy, $75 a day double.

For more information, call 1-800-GMC-4-CDP and ask for the College Degree Program.

Audio magazine goes Off Center

OFF CENTER is a new quarterly audio magazine that provides labor leaders with news they can use — on labor law, organizing, leadership, motivating membership, communications, collective bargaining and more.

Interviews, roundtable discussion and music add to a lively format for the magazine, which is jointly produced by the George Meany Center for Labor Studies and the AFL-CIO Education Department.

The subscription price for four cassettes is $24 for one year, $42 for two years and $56 for three years. You can send a check to the Center at 10000 New Hampshire Ave., Silver Spring, Md. 20903, or charge it to Visa, Mastercard or American Express. Contact the Center at 301/431-6400; Fax 301/434-0371.

Occupational Health and Safety

March 1-6, 1992

This institute is designed to help union officials respond effectively to various complex problems of workplace safety through a mix of problem solving approaches.

Topics include contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies and mobilizing community support around health and safety issues.

Coordinator: *Donald Spatz*

Union Issues for Working Women

April 26-May 1, 1992

This institute identifies concerns of women workers while developing new strategies and approaches to tap the energy that millions of women bring to the trade union movement. Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

Coordinator: *Marilyn G. Sneiderman*

Teaching Techniques for Labor Education

March 29-April 3, 1992

Cosponsored by the AFL-CIO Department of Education, the institute explains adult education techniques and teaches how to run a workshop. Topics include how to use questionnaires, audio-visuals and conduct effective classroom discussions.

Coordinators: *Marjorie Rachlin, Donald Spatz, Diana Linton,* and *Susan Washington*

Certified Employee Benefit Specialist (CEBS) Programs:

January 6-10
Retirement Plans—Course II

January 6-10
Contemporary Legal Environment—Course V

June 8-12
To Be Announced

June 8-12
To Be Announced

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations in areas of importance to the employee benefits field, such as life, health and other group benefit programs; Social Security, savings plans and other retirement arrangements; and the contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework in which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

Coordinator: *Jeffrey MacDonald*

Central Labor Councils: Leadership and Leverage

February 18-21, 1992

This institute is for full-time and part-time officers and staff of Central Labor Councils who want to improve the leadership and leverage of their councils to advance the aims of the labor movement in their areas.

Sessions will examine ways to encourage local union affiliation and strategies to build community support and work with the news media. Participants will consider AFL-CIO policies and procedures that relate to Central Labor Councils.

Coordinator: *Marilyn G. Sneiderman*

George Meany Center

GEORGE MEANY CENTER FOR LABOR STUDIES

CALENDAR

Institutes in **bold type** are open to elected or appointed staff and officers of AFL-CIO affiliates. Those in light type are for the listed organizations only.

NOVEMBER 1991

3-8
Arbitration: Preparation and Presentation

3-8
American Federation of Teachers

3-8
Laborers' International Union of North America

10-13
Brotherhood of Maintenance of Way Employees

10-15
Sheet Metal Workers International Association

10-15
American Federation of State, County and Municipal Employees

15-17
AFL-CIO Organizing Institute

16-21
Amalgamated Transit Union

17-22
Organizing Techniques I

17-22
American Postal Workers Union

17-Dec. 8
American Institute for Free Labor Development #157

24-26
Union Privilege, AFL-CIO

24-27
Personal Computers for Local Unions

DECEMBER 1991

1-6
Effective Writing

1-13
New Staff Program

3-6
Service Contract Act: Collective Bargaining and Organizing

8-11
Current and Historical Records: Management and Preservation

8-13
Standards of Discipline and Discharge in Arbitration

8-13
Negotiating and Writing Contract Language

15-20
Brotherhood of Maintenance of Way Employees

15-20
Contract Negotiations: Private Sector

15-20
Advanced Organizing Techniques in the Construction Industry

JANUARY 1992

5-10
Contract Campaigns

6-10
Certified Employee Benefit Specialist Programs

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AFL-CIO COPE

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Arbitration: Preparation and Presentation

12-17
The Craft of Negotiating

12-17
United Brotherhood of Carpenters and Joiners of America

12-17
American Federation of State, County and Municipal Employees

12-17
Union Administration, Contract Administration and the Law

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Sheet Metal Workers International Association

19-24
Bakery, Confectionery and Tobacco Workers International Union

21-24
Negotiating Profit Sharing and Employee Stock Ownership Program

21-24
Desktop Publishing

25-31
College Degree Program

FEBRUARY 1992

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Organizing I

2-7
Laborers' International Union of North America

2-7
American Federation of Teachers

2-28
American Institute for Free Labor Development #158

3-7
Labor Relations in the Federal Sector

9-12
Association of Flight Attendants

9-14
Transportation Communications International Union

9-14
Association of Flight Attendants

14-17
The Newspaper Guild

18-21
Desktop Publishing

18-21
Central Labor Councils

22-26
Amalgamated Transit Union

23-28
Contract Negotiations in the Construction Industry

23-28
Newswriting and Editing for Union Publications

26-March 1
Amalgamated Transit Union

MARCH 1992

1-4
International Ladies' Garment Workers Union

1-6
Service Employees International Union

1-6
Occupational Health and Safety

1-6
Labor Law in the Construction Industry

8-13
Arbitration in the Federal Sector

8-13
Using Microcomputers in Negotiations

8-13
Organizing II

8-13
How to Create a Videotape

8-April 3
American Institute for Free Labor Development #159

14-19
Amalgamated Transit Union

15-20
American Federation of State, County and Municipal Employees

15-20
Transportation Communications International Union

21-27
American Postal Workers Union

22-27
Contract Negotiations: Private Sector

22-28
International Union of Bricklayers and Allied Craftsmen

29-April 3
Arbitration: Preparation and Presentation

29-April 3
Teaching Techniques for Labor Education

29-April 3
Internal Organizing

APRIL 1992

5-10
Labor Law for Organizers

5-24
African-American Labor Center

6-10
Effective Union Action in Civil Rights

11-15
Amalgamated Transit Union

12-15
TV: The Cool Medium

12-May 8
American Institute for Free Labor Development #160

19-24
Sheet Metal Workers International Union

21-24
Personal Computers for Local Unions

26-May 1
Transportation Communications International Union

26-May 1
United Brotherhood of Carpenters and Joiners of America

26-May 1
Organizing in the Construction Industry

26-May 1
Union Issues for Working Women

MAY 1992

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Advanced Arbitration

3-8
Effective Speaking

3-8
American Federation of State, County and Municipal Employees

3-8
Laborers' International Union of North America

3-15
Communications Workers of America

10-14
Association of Flight Attendants

10-15
The Union Administrator and Business Agent

10-15
American Federation of Teachers

10-15
United Food and Commercial Workers International Union

17-22
Effective Grievance Administration

17-22
Contract Negotiations and the Law

17-22
Effective Writing

17-June 5
African-American Labor Center

17-June 12
American Institute for Free Labor Development #161

18-21
Association of Flight Attendants

26-29
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers

31-June 5
Organizing Techniques I

31-June 5
American Federation of Teachers

JUNE 1992

7-12
Making the Legal System Work

7-19
New Staff Program

8-12
Certified Employee Benefit Specialist Programs

14-19
Transportation Communications International Union

14-19
Association of Flight Attendants

14-July 3
African-American Labor Center

21-24
Desktop Publishing

21-26
Standards of Discipline and Discharge in Arbitration

21-26
Negotiating and Writing Contract Language

21-July 17
American Institute for Free Labor Development #162

22-26
National Association of Broadcast Employees and Technicians

28-30
The Great Labor Arts Exchange

28-July 3
American Federation of Teachers

Message from Cuba: Workers need support

By Michael Byrne

Aida Valdes Santana, who for 20 years has given refuge and assistance to political prisoners in her Cuban home, came to AFL-CIO headquarters bearing a message for American workers.

"Your support is vitally important in our struggle for democracy in Cuba," she told the AFL-CIO Labor Committee for a Free Cuba. "It is important that we meet with you and feel your support, the support of all American workers."

Valdes described how Cuban workers are blackballed once they challenge the government of Fidel Castro, how imprisonment has turned productive workers into unemployed outcasts.

"I am trying to help ex-prisoners who have been unable to find work," she said. "Those who disagree with the government don't have a chance to get a job, certainly not one in which they have expertise or experience."

Valdes is herself a former political prisoner who has been sentenced to jail on several occasions for "ideological differences." In 1987, the peaceful war she has waged against the government since 1963 led her to join the Cuban Committee on Human Rights, one of the few non-communist movements that exist in Cuba.

Valdes, who on Oct. 8 received the Madame Curie Award for her work with political prisoners from the International Federation of Human Rights in Paris, met with the committee before returning to Cuba. She thanked the committee for its work in helping gain the release of Ernesto Diaz Rodriguez, who attended the meeting, and of Mario Chanes de Armas, who still is not free to leave Cuba to join his family in Miami.

Committee Chairman John DeConcini, president of the Bakery, Confectionery and Tobacco Workers, and William Doherty, executive director of the American Institute for Free Labor Development, reported on the federation's continuing efforts to pressure Castro to release Chanes, the former leader of the Cuban Brewery Workers who recently was released from Cuban jails after 30 years.

DeConcini, Doherty and AFL-CIO President Lane Kirkland recently met with Venezuelan Foreign Minister Armando Duran Ache, urging that Venezuela try to convince Castro to grant Chanes an exit permit. While his family has been able to communicate with Chanes on the telephone, those messages now apparently are being monitored, Doherty reported.

Kirkland has sent letters to all Latin American leaders, seeking their help to gain Chanes' freedom. While Chanes was released from prison at the end of his 30-year sentence, Kirkland pointed out, he is being denied an I.D. card that would entitle him to receive food rations and is surviving on food shared by friends.

Kirkland has invited both Chanes and Diaz to attend the AFL-CIO convention in Detroit in November.

Meanwhile, Diaz fears that Chanes is in mortal danger while in Cuba, where Castro wields an iron fist against dissent.

"I know that he is in ill health," Diaz told the committee, "and there is no medicine for him."

But, as Diaz noted, Chanes is but one of several political prisoner who have been freed from Cuban jails but denied exit permits.

Those are the "children" of Aida Valdes, who would be waiting for her to bring the comforting words of hope and freedom to come.

Ray Crowell/Page One Photography

Aida Valdes Santana describes the plight of Cuban workers for the AFL-CIO Labor Committee for a Free Cuba.

GSP trade benefit withdrawals sought

AFL-CIO cites worker rights abuses in six countries

By James B. Parks

Trade advantages under the Generalized System of Preferences should be withdrawn from Thailand, El Salvador, Bangladesh, Syria, Panama and Mauritania because of worker rights violations, the AFL-CIO told a review panel.

"The linkage of worker rights to trade benefits. . . can be a powerful instrument to encourage the adoption of internationally recognized rights and standards and thus support the basic premise of GSP to promote equitable economic and social growth in the less developed world," said Mark Anderson of the AFL-CIO's Economic Research Department.

The AFL-CIO has been successful in getting basic worker rights incorporated as a condition in extending U.S. trade advantages under the GSP. Basic worker rights are defined as the internationally recognized standards of the International Labor Organization.

But the Bush and Reagan administrations have not vigorously executed the provisions, removing or suspending only seven countries since 1985, when the rules went into effect. The AFL-CIO has filed petitions citing documented abuses in more than 25 countries in the past six years, Anderson said. Currently, only four nations — Burma, Liberia, Romania and Sudan — are suspended.

The AFL-CIO in May petitioned to have seven countries removed from the GSP list. The Office of the U.S. Trade Representative "summarily dismissed" the petitions for Guatemala and Indonesia, claiming the evidence was not sufficient to even warrant a review, Anderson said.

That left Thailand, El Salvador, Bangladesh, Syria and Panama. The federation also is supporting Africa Watch's petition on Mauritania.

Appearing before the USTR's GSP subcommittee, Anderson reiterated the federation's call to expedite the normal one-year investigation into Thailand's violations.

Thailand's military rulers, after taking power in a coup, eliminated by decree the state enterprise unions, by far the largest component of the country's labor movement. The federation in its May GSP petition noted that a year's wait to complete an investigation would mean that no labor movement in Thailand would exist.

The AFL-CIO has filed over 25 GSP petitions since 1985, but the Reagan-Bush administrations have only suspended seven countries.

"There is no proof that any change in direction is forthcoming," Anderson said. "Indeed, all indications point to the government of Thailand's continued intention to destroy the labor movement and to threaten and harass its leaders."

The Thai government has shrugged off international petitions to investigate or acknowledge its complicity in the June 19 disappearance of Thanong Poarn, president of the Labor Congress of Thailand. And the exploitation of child labor in Thailand has gotten worse, Anderson said.

In El Salvador, trade union leaders live under constant threat of violence and harassment by the government.

The nation's leaders have made no efforts to correct widely acknowledged worker rights violations and freedom of association in the private sector is almost non-existent, Anderson said.

Bangladesh is retrogressing in protecting the rights of its impoverished workers. The so-called "bright spot" in this very poor nation's economy, the garment industry, routinely exploits women and children.

Some 27 people were killed and at least 100 injured when fire swept the Sharaka Garments factory in Dhaka, Bangladesh, on Dec. 27, 1990. Of the dead, 11 were under 16 years of age, and three of these were girls under 12.

Two workers, age 14 and 16, told an AFL-CIO representative the factory regularly employs children as young as 7 years old. The workers died because the escape doors were locked, officials said.

The Bush and Reagan administrations have been most negligent in not enforcing GSP workers rights provisions is Syria, Anderson said.

Syria has a consistent record of worker rights violations documented by the ILO over the years. It also has been designated by the U.S. State Department as a "terrorist nation," which, under the GSP law, is reason enough to withhold benefits, he said.

In Panama, several labor codes passed in 1990 severely restrict worker rights. Workers in export processing zones have had their contracts unilaterally extended by employers for up to four years and their right to strike curtailed.

In Mauritania, laws abolishing slavery are commonly ignored and worker rights, particularly for blacks, are severely abridged. Trade union leaders have been detained, harassed and intimidated by the government, Anderson said.

Unions, academia exchange views on worker ills

Linthicum Heights, Md.

Methods of getting members more involved in their locals were explored by unionists and academics during "Challenges for Unions," a conference sponsored by the AFL-CIO and Cornell University at the Masters, Mates and Pilots Training Center.

To activate membership, Bricklayers President John T. Joyce said, his union is trying to make union meetings more interesting by developing study circles and establishing a new level of union governance that gives locals a more active voice in international union activities.

The conference included an exchange of ideas between union officials and labor academics about how each group tries to provide information about and for workers and unions.

Professor Thomas Kochan of the Massachusetts Institute of Technology noted that in the present anti-union political climate, unions are forced to debate issues such as the permanent replacement of strikers instead of integrating labor policy with social benefits, as is the case in Europe.

"Nobody in the Department of Labor can even address these issues," Kochan noted.

In addition to Joyce and Kochan, participants in the conference included Al Bilik, president of the AFL-CIO Public Employee Department; Rudy Oswald, director of the AFL-CIO Department of Economic Research; Mark Anderson, assistant director of the Department of Economic Research; Joe Shantz, director of the AFL-CIO Department of Organization and Field Services; Walter Kamiat, AFL-CIO associate general counsel; Richard Hurd of Cornell University; and Mary Ellen Kelley of Carnegie Mellon University.

PED: We make government work

Atlantic City, N.J.

Public employee unions, looking to counter the neglect of public services during the Reagan-Bush administrations, used the convention of the AFL-CIO's Public Employee Department to explore how employee programs can make government work better

"In these challenging times, public employee unions are leading the battle to improve government," PED President Al Bilik told the 300 delegates from 33 unions during the Oct. 3-5 convention.

"First, that means fighting for full collective bargaining rights for all public workers, including federal workers and public employees in the 24 states without full bargaining rights," Bilik said.

He also called on the federal government to meet domestic needs and to form a new partnership with state and local governments.

"And third, many public programs can be reformed to make government work better," Bilik said. "And no one knows how to do that better that the workers who provide services on a daily basis."

Delegates reviewed various union-initiated programs to improve public services at five concurrent sessions during the convention, including how initiatives by public sector unions to reorganize government programs helped bring positive changes in services as well as jobs.

PED also honored 11 innovative union efforts to improve government on all levels, based on their impact in strengthening the union, improving jobs, promoting excellence in the public sector and enhancing productivity and cost-effective service delivery:

- Cincinnati Federation of Teachers initiated a range of efforts to improve the education of children and, at the same time, to professionalize teaching.
- Local 21 of the Professional and Technical Engineers in San Francisco worked through a labor-management committee to reorganize their department to better respond to the needs of neighborhoods and communities.
- The Postal Workers designed and implemented a window clerk training program that is now used throughout the Postal Service.
- Fire Fighters Local 493 in Phoenix, Ariz., helped create a regional emergency response system in the city and its suburbs.
- The Fire Fighters also helped producers shape positive concepts about fire fighters and the union for the film "Backdraft."
- The Montana AFL-CIO shaped a New Directions State Economic Development plan to build the state's economy.
- Professional Airways Systems Specialists, Marine Engineers District 1 improved operations through collaborative decision-making through its Employee Involvement Process with the Federal Aviation Administration.
- Service Employees Local 503 in Oregon negotiated contract language that called for creating labor-management teams with authority to reassign staff to meet changing workload demands.
- Government Employees Local 1857 at the PACER Share Gainsharing Demonstration Project at the Sacramento, Calif., Air Logistics Center improved productivity through a type of profit-sharing and developed a more flexible personnel system.
- Letter Carriers, North/Central Jersey Merged Branch 38 aggressively marketed Express Mail Service to local businesses and grabbed a share of the Federal Express business.
- AFSCME Council 6 in Minnesota negotiated an agreement with the state to restructure the state's mental retardation system so that state workers will be guaranteed job security.

Bilik and Secretary-Treasurer John Leyden were re-elected to two-year terms, along with eight vice presidents: AFSCME President Gerald W. McEntee, Teachers President Albert Shanker, Service Employees President John J. Sweeney, Fire Fighters President Alfred K. Whitehead, Postal Workers President Moe Biller, Laborers President Angelo Fosco, Letter Carriers President Vincent R. Sombrotto and Government Employees President John N. Sturdivant.

AFL-CIO President Lane Kirkland told the delegates, meeting under the theme 'New Dimensions in Public Service,' that federal cutbacks have worsened the nation's problems, including crime, the environment and homelessness.

"Cities and states are wallowing in an epidemic of fiscal crises as they struggle to deal with huge social problems they are left to face on their own as the federal government off-loads all responsibility," he said.

Joseph Sensenbrenner, former mayor of Madison, Wis., stressed the importance and benefit of having union members involved in the decision-making process.

"There are no satisfied customers without satisfied employees," he said.

Public employees can play an active role by influencing the investments of the nearly $1 trillion in public employee pension funds, said Regina Markey of the AFL-CIO Housing Investment Trust.

Other speakers included the Rev. Jesse Jackson; Julie Davis, secretary-treasurer of the Ontario Federation of Labour; and Jeff Faux, president of the Economic Policy Institute.

CLUW: Unions can boost working women

Pittsburgh

More than 500 delegates to the sixth biennial convention of the Coalition of Labor Union Women were told that unionization would lead the growing number of women in the work force into "The Decade of Empowerment," the convention theme.

"Unionization is the most empowering way a working woman can improve her economic life," CLUW President Joyce Miller said. The 7.5 million union women in the United States earn about 30 percent more than their non-union counterparts.

"Union membership is more effective in raising the wages of low income workers than education, job training, or work experience," Miller said.

Where social policy falls short, union contracts often make up the difference, according to the 20,000-member coalition.

Miller criticized the policies of the Reagan and Bush administrations, which "have obviously felt that minimum standards are not necessary for employers in the areas of family leave, health insurance, and child care."

Government figures show that women make up about 45 percent of the work force and have grown to more than half of the nation's union members. However, 64 percent of these working women hold minimum wage jobs, Miller said.

A study by the U.S. Department of Education's Center for Education Statistics found that, in 1988, the median annual income for women who had completed four years of college was less than that of men who had completed four years of high school.

AFL-CIO Secretary-Treasurer Thomas Donahue told the delegates during an open forum that a goal of organized labor for the coming decade is to "eliminate the gap between women's and men's earning and to remove the glass ceiling. The gap is an affront to our basic notions of equality and fairness."

Donahue noted that the Labor Department may be construing the so-called "glass ceiling" too narrowly. "It doesn't affect only those women who aspire to top corporate leadership positions. There is an elaborate architecture of ceilings and other barriers that hold back millions more women on the middle and lower rungs of the ladder — in health care, service industries, and lots of other places."

Other speakers included Sen. Harris Wofford (D-Pa); Judge Lisa Richette, Pennsylvania Court of Common Pleas; Clothing and Textile Workers President Jack Sheinkman; AFSCME President Gerald McEntee; AFSCME Secretary-Treasurer William Lucy, the president of the Coalition of Black Trade Unionists; Electronic Workers President William H. Bywater; Steelworkers President Lynn R. Williams; Viviana Lopez, Frontlash; Katie Quan, Asian Labor Caucus; and Huguette Plamondon, Canadian Labour Congress.

DuBose elected United Transportation Union president

Honolulu, Hawaii

The United Transportation Union elected G. Thomas DuBose as president. DuBose defeated Fred Hardin, who headed the union since 1979.

UTU convention delegates voted 410-259 for DuBose, who held the post of assistant president since 1987. DuBose also served as a vice president of the UTU, and as vice president of the Switchmen's Union, which merged in 1969 with three other unions — the Railroad Trainmen, Locomotive Firemen and Enginemen and Railway Conductors and Brakemen — to form the UTU.

The 671 delegates also elected a new secretary-treasurer, Charles L. Little, who defeated incumbent Thomas J. McGuire, and elected three new vice presidents while returning 13 others.

Elected assistant president was L.W. Swert, a UTU vice president. Delegates also voted in elections for legislative director, alternate vice presidents and other offices.

The election marks the third defeat of an incumbent rail union president this year. Earlier, Ronald McLaughlin was elected president of the Locomotive Engineers and Robert Scardelletti president of the Transportation Communications Union.

Inbrief

Oregon AFL-CIO urges fair tax plan

Portland

Delegates to the Oregon AFL-CIO convention urged changes in the state tax system to raise additional revenues and elected President Irv Fletcher to a sixth term.

Fletcher defeated AFSCME Local 88 President Arlene Collins to become the longest-serving state AFL-CIO president since the AFL and CIO merger 36 years ago. Delegates also voted to extend the president's term from two to four years.

A convention resolution called for increases in the personal income tax and corporate taxes and endorsed a luxury tax on such items as jewelry, furs, luxury-class cars and "high-priced gifts and novelties."

Fletcher stressed that the endorsement of the luxury tax does not represent a softening of labor's traditional stance against a regressive general sales tax. Oregon is one of a handful of states without a sales tax. Since the state passed a limitation on property taxes, however, revenues have fallen.

To generate additional revenues, one resolution called for increasing the current maximum personal income tax rate by almost a full percentage point from 9 to 9.9 and increasing the corporate tax from 6.6 percent to 10 percent.

The resolution also called for restricting the 1.5 percent property tax limitation to owner-occupied dwellings and allowing the tax rate on other properties to be as high as 2.5 percent.

Virginia labor votes 'fair share' campaign

Norfolk, Va.

The Virginia AFL-CIO has launched a grass-roots campaign to pass legislation that would enable unions to negotiate "fair share" service fees for non-union members.

Meeting under the theme "Fair Share," delegates to the state federation convention heard plans to mount a statewide media campaign and petition drive to urge the General Assembly to pass a bill allowing the fees.

The state federation, which has made the bill its top legislative priority, plans to garner 10,000 signatures on the petition by January 1992. A similar bill was nearly reported out of committee in the last assembly session.

Legislative redistricting has given the federation "an extraordinary opportunity to pass fair share legislation," said state AFL-CIO President Daniel G. LeBlanc in announcing the campaign. "But it won't be won in the legislature until it is won on the factory floor... until there is a consensus by working families in Virginia for justice in the workplace."

In an effort to bolster the bill's chances, the delegates endorsed 60 candidates for legislative seats. They also gave their backing to Democrat Kay Slaughter in a special congressional race.

State Sen. Yvonne Miller (D-Norfolk), who introduced the "Fair Share" bill, was the keynote speaker for the Sept. 20-21 convention.

Workers need jobs, trade assistance, AFL-CIO says

By John R. Oravec

When U.S. workers lose their jobs as a result of deliberate national trade policy, including the proposed free trade agreement with Mexico, they should be entitled to federal assistance and compensation, the AFL-CIO told the Senate Finance Committee.

"But no amount or kind of assistance can take the place of a steady, decent job," federation economist Sheldon Friedman testified. "Such jobs are becoming all too rare in today's economy."

Friedman underlined the point that "what workers and the economy need the most are trade and industrial policies that create good jobs in America and stop the hemorrhage of those jobs" to overseas.

Yet, studies show that the job-loss fallout from the North American Free Trade Agreement (NAFTA) that the Bush administration is recklessly pushing will be heavy on U.S. workers.

He noted that property owners who are dispossessed by government action are usually entitled to compensation. Workers, whose jobs are wiped out by government action and often sustain more serious damage, should have the same entitlements.

An appropriate vehicle to help displaced U.S. workers is an improved and expanded Trade Adjustment Assistance (TAA) program, Friedman said.

TAA has been the government's longstanding commitment to help workers who are injured by its trade policies, he noted.

"In 1962, 1974 and again in 1988, Congress made it clear that workers injured by trade were entitled to special help," Friedman said. "But cutbacks have gutted TAA during a decade of unprecedented need, often turning the government's commitment to workers into an empty promise."

The Reagan and Bush administrations repeatedly have tried to terminate the program, most recently in the president's 1992 budget proposal, Friedman pointed out. While Reagan and Bush have not succeeded in killing TAA, its scope has been scaled back drastically since 1981.

The AFL-CIO is calling for comprehensive and substantial improvements in TAA benefits to offset the damage caused by NAFTA or other trade policies, including:

- Restoration of the 1974 wage replacement formula of up to 70 percent of a worker's prior pay with the combination of TAA benefits and unemployment compensation.
- Improved duration of benefits and benefit entitlement for 104 weeks and 52 weeks more for workers in retraining programs.
- Continuation of medical insurance for displaced workers during the extended period of TAA coverage.
- A bridge for benefits of workers near retirement who are eligible for pensions or Social Security within four years after displacement.
- Emphasis on targeted job creation that may include planning grants, subsidized loans and labor-management alternative arrangements.

Friedman said the rules for eligibility for TAA must be updated so workers who are injured by foreign trade can qualify for and receive benefits. The amount of assistance has plummeted over the years.

From 1976 to 1980, an average of 250,000 workers were certified each year to receive benefits. But during the 1980s only an average of 52,000 were certified. And in 1990, when the trade deficit exceeded $100 billion, only 19,000 displaced workers actually received weekly TAA benefits.

A new criterion must be established for the export of jobs to Mexico under the pending NAFTA, Friedman stressed. Many workers have been denied certification because an employer has transferred their jobs to another U.S. plant before shipping the work they had been doing to plants in Mexico.

Mexico trade warnings are raised

Maquiladora workers at risk on and off the job

While the Bush administration presses for a trade agreement that would expand the burgeoning maquiladora industries from along the U.S.-Mexican border to all over Mexico, those plants are poisoning their workers on and off the job.

- In recent months, hundreds of workers have suffered food poisoning at maquiladora cafeterias, including one worker who died after eating contaminated chicken at a plant in Juarez, Mexico.
- Women workers formerly employed at an electronics manufacturing plant in Matamoros, Mexico, are suing the U.S. owners for exposure to hazardous workplace chemicals that caused them to miscarry or deliver babies with birth defects.

Meanwhile, as Mexican workers undergo the exploitation of low pay and horrid working conditions, U.S. workers face the export of their jobs.

With Bush continuing to press for a pact with Mexico within the North American Free Trade Agreement (NAFTA), trade unionists, environmentalists and citizens groups are campaigning at public forums and at government hearings to head off economic and health disaster.

AFL-CIO representatives have pointed out that the loss of jobs will be felt by U.S. workers in all parts of the country, and the impact will be just as intense in states bordering Mexico.

At an August hearing on NAFTA in Houston, business leaders endorsed claims of the Bush administration on the Mexico trade agreement before an interagency panel of the Trade Policy Staff Committee. State officials, while welcoming any economic benefits that be derived from the agreement, voiced concern about the adverse affects on Texas jobs, the environment and the infrastructure.

Outside, union members and environmental groups protested that the Bush administration cannot be trusted to craft an agreement that will protect the jobs of U.S. workers and the regional environment.

At a rally that included the Texas AFL-CIO, Craig Merrilees of the Fair Trade Campaign warned: "This trade agreement will be disaster for the working people of Texas, and it is just another windfall government giveaway to big business that will come at the expense of ordinary citizens and their environment."

The result, he said, will be "lower wages, fewer jobs, a lower standard of living and lower environmental protection."

At Environmental Protection Agency hearings in Brownsville, Texas, officials charged that EPA's border plan is ill-conceived and should be scrapped and a new policy drafted. Other witnesses said the plan fails to address local concerns and does not to provide answers to the pollution problems.

In a tour of the Matamoros region, union and congressional officials examined the stark contrast between the high-tech maquiladora plants and the squalid living conditions of Mexican workers. The delegation, including AFL-CIO Secretary-Treasurer Thomas R. Donahue and House Majority Leader Richard Gephardt (D-Mo.), also met with U.S. and Mexican labor representatives on both sides of the border.

In Seattle, a coalition of labor, human rights and environmental groups spelled out their concerns in demonstrations as U.S., Canadian and Mexican government officials met during a second round of talks.

At a rally backed by the Washington State AFL-CIO, demonstrators assailed the exploitation of Mexican workers at pay of 50 cents an hour and voiced their concerns for unemployed Canadian unionists who lost their jobs when their plants moved south.

"We need to show these corporations that moral behavior knows no borders," Sister Susan Mika, the Benedictine nun who heads the Coalition for Justice in the Maquiladoras, told the Seattle rally.

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Corporations are being advised about how they can shut down U.S. operations and move to Mexico where they can exploit cheap labor.

Nearly 500,000 U.S. jobs could be at risk, study finds

Hundreds of thousands of U.S. jobs are threatened by the pending trade agreement with Mexico as U.S. companies shift production across the border, according to a new study by the University of Massachusetts/Amherst and Skidmore College.

The job loss during the 1990s would range from 260,000 to 439,000 as more U.S. firms relocate operations to Mexico to cash in on cheap labor, four economists concluded in a study submitted to the Trade Policy Staff Committee. They also found that U.S. investment in Mexico would surge by more than $31 billion to $52.7 billion by the end of the decade.

Other analysts in earlier studies on the pending trade agreement also warned of dire economic impact on U.S. workers and their communities. Some findings projected job losses of 550,000, as well as a resultant erosion of the U.S. standard of living.

> *"U.S. businesses are looking to Mexico for workers, not customers"*
>
> **—Professor Timothy Koechlin**

UMass economist Sam Bowles said, "When firms head south looking for labor at bargain prices and are ready to exploit Mexico's more lax environmental standards, the pressure to lower wages and weaken environmental protections in the United States begins to build."

Prof. Gerald Epstein cautioned that Mexico's low wages and easy access to the U.S. markets make it attractive for investment.

"The free trade agreement will provide U.S. businesses with assurances that the U.S. market will be open to them if they relocate in Mexico," said Epstein, an expert on international finance. "The result will be a massive shift of investment to Mexico."

In criticizing the administration's claim of a minimal impact on U.S. jobs, Prof. Timothy Koechlin pointed out that White House policymakers assumed Mexican markets would open to U.S. goods.

"U.S. businesses are looking to Mexico for workers, not customers," Koechlin said.

Economist Mehrene Larudee noted that Mexican workers also need jobs. The proposed trade agreement should provide protections for "people on both sides of the border from possible abuses of the increased mobility of firms."

ECONOMY

Jobless benefits exhausted by 300,000 in September

Continued from Page 1

some 300,000 exhausted their regular 26 weeks of benefits last month.

Instead, the president pointed to the one-tenth of 1 percent decline in jobless rate to 6.7 percent and the meager 24,000 gain in payrolls, which were primarily low-paying service sector jobs. Manufacturing and construction jobs declined.

While Bush insisted that the "unemployment figures show the economy is moving in the right direction," the Joint Economic Committee of Congress said that government data "show no evidence that a self-sustaining recovery has begun."

In urging Bush to sign the legislation, some 300 unemployed workers rallied outside the White House. They brought along their unpaid bills — rent, mortgage, utilities and overdue car payments.

The demonstrators placed the bills in a plastic trash bag — a reference to Bush's labeling of the legislation "garbage" at a $1,000-a-plate Republican fund-raiser — and tried to deliver it to the president. But uniformed White House guards pushed the bag back through the White House gates with their billy clubs.

Under the umbrella of the Philadelphia Unemployment Project, the demonstrators included members of the Clothing and Textile Workers, Plumbers, Carpenters, Laborers and AFSCME from a half-dozen East Coast cities.

"We are facing the loss of our homes and everything we have," said Peggy Quirk, an unemployed hotel and restaurant manager. "The president needs to know what we are facing."

After being turned away from the White House, the demonstrators went to Capitol Hill to plead their case with the five GOP senators who switched votes against final passage of the legislation. The five are John Danforth and Christopher Bond of Missouri, Conrad Burns of Montana, David Durenberger of Minnesota and John Seymour of California.

Although unable to meet with the senators, the jobless brought a strong message on the plight of the unemployed. That message is being pursued by state labor federations in the four states.

Under White House prodding, the Republicans are trying to champion a substitute measure sponsored by Sen. Robert Dole (R-Kan.) that the Senate soundly defeated before approving the Democratic bill sponsored by Sen. Lloyd Bentsen (D-Texas) and Rep. Thomas J. Downey (D-N.Y.).

Unlike the Democratic bill that would be retroactive to February and provide up to 20 additional weeks of benefits, the Dole proposal only calls for six to ten more weeks with severely limited coverage.

John Dodds, director of the Philadelphia Unemployed Project branded the Dole bill "a sham" and charged that it would exclude hundreds of thousands of jobless workers from coverage.

According to a congressional study, Dodds said, it would provide no benefits for the jobless in the four states where the five Republican senators switched their votes. Excluded would be 5,500 jobless in Montana, 29,000 in Minnesota, 39,280 in Missouri and 305,000 in California.

Under the measure Bush vetoed, jobless workers who exhausted their regular benefits would be granted an additional 20 weeks of compensation in states with jobless rates of 8 percent and higher. In states with 7 percent unemployment, the jobless would receive 13 more weeks of benefits. And in all other states the jobless would receive an additional seven weeks of benefits.

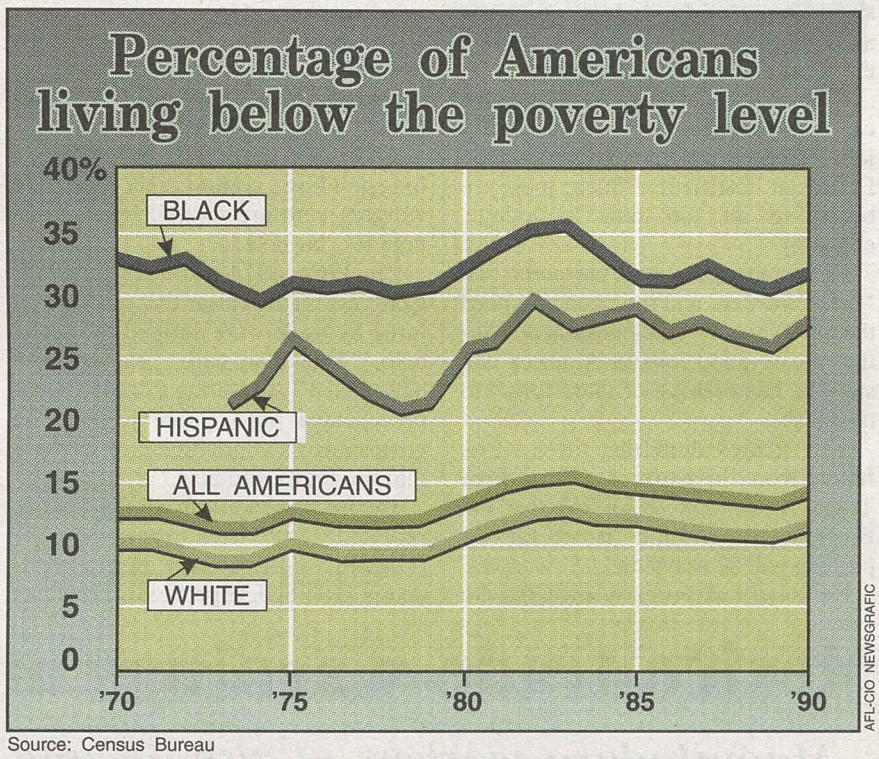
Under the existing unemployment insurance law, no state is eligible for extended benefits. The long-term jobless in Rhode Island, where the unemployment rate is 8.5 percent, were the last to be stripped from the extended UI program.

The Bureau of Labor Statistics reported that in September three major states had jobless rates of 8 percent and higher — Florida, 8 percent; Massachusetts, 9.2 percent; and Michigan, 9.7 percent. California was at 7.7 percent and Illinois at 7.1 percent.

At 8.4 million, the number counted as officially unemployed was 1.6 million above July 1990 at the start of the Bush recession. And the number of workers in part-time jobs who want full-time work rose from 5.9 million to 6.4 million. BLS counts part-time workers as fully employed. At the same time, the number of discouraged workers who dropped out of the labor force rose to 1.1 million.

As a result, said AFL-CIO economist Markley Roberts, almost 16 million workers were unemployed or underemployed in September.

Economists warned that the nation's jobless rate could likely rise in coming months because of mass layoffs.



Source: Census Bureau

Recession drops millions from low-income to poor

The nation's poverty rate rose sharply last year as the Bush recession mowed its way through low-income households, the Census Bureau reported.

The report said 2.1 million more Americans — including 840,000 more children — fell into poverty in 1990, pushing the total poor to 33.6 million. This was significantly higher than of 31.5 million in 1989 and was the first annual increase in the poor since 1983.

In addition, the erosion in both individual worker wages and household income continued to decline, with a drop of 2 percent or $525 a year for the average middle-income family.

The Census Bureau said 13.5 percent of all Americans lived in poverty in 1990, also significantly higher than the 12.8 percent in 1989.

The average poverty threshold in 1990 was $13,359 for a family of four and $6,652 for a person living alone.

But worse, the poverty rate is "likely to be substantially higher today than it was in 1990" because poverty increases with unemployment rates and those rates have been well above 1990, said Robert Greenstein of the Center on Budget and Policy Priorities (CBPP).

"Weak government policies to assist the recession's victims, including the weakest level of unemployment insurance protection in any recession since World War II — along with budget cuts aimed at the poor that were passed earlier this year in a number of states — add to the likelihood of a further substantial rise in poverty in 1991," Greenstein added.

The figures showed declining incomes for middle-income families, the CBPP pointed out. The new data show a 2 percent decline, or a drop of $709 last year in median family income.

The income of the typical middle-income household fell by $525 in 1990, after adjustment for inflation. In the Northeast and the West, the decline was more than $1,000.

In addition to the recession, an important factor in the poverty picture has been the long-term erosion in wages, the CBPP observed, saying: "This has made it harder for low-wage workers to climb out of poverty through work and has also affected the incomes of middle-income families."

The Census data show that earnings of the typical full-time male workers fell $1,046 in 1990.

The CBPP also pointed out that Labor Department data show that average hourly wages for non-supervisory workers were lower in 1990 than in any year since 1964.

Other factors contributing to the upward trend in poverty since the 1970s, the CBPP said, include reduced government benefits, the increase in the proportion of families headed by a woman, and the growing tendency for the economy to distribute wages and other income more unevenly than in the past.

— Press Associates

Bush recession lingers on as signs of recovery remain murky

No clear signs of recovery emerged in government economic reports or private surveys as the Bush recession staggered into its 16th month. Any blips of an upturn were weak.

- Revised data on the economy's second quarter performance showed the recession was worse than earlier readings indicated, the Commerce Department reported. In the latest reading, the gross national product shrunk at an annual rate of 0.5 percent. The GNP declined 2.8 percent in the first quarter, as well as 1.6 percent in the fourth quarter of 1990.
- Consumer confidence in the economy slipped again in September, according to the Conference Board. Its index dropped 4.5 percentage points from August and stood 28.5 percent below July 1990.
- A similar downturn appeared in an ABC News-Money magazine poll, which showed consumer confidence at an eight-month low. Finance worries struck deep into the middle class, the pollsters said, and 83 percent of the respondents gave a negative rating to the overall economy.
- Voters disapproved of President Bush's handling of the economy by a margin of 51 to 41 percent, a Wall Street Journal/NBC News poll found. Voters also said the country is on the wrong track by 49 to 33 percent.
- The index of leading economic indicators was flat in August as only four of the 11 components edged up.

Six components pointed down: contracts and orders for plant and equipment, building permits, money supply, deliveries from suppliers, prices for materials sensitive to the business cycle, as well as higher initial claims for state unemployment insurance.

On the plus side were a rise in orders for durable goods, a longer average workweek, higher stock prices, and a rise consumer expectations. But the stocks have dropped sharply and consumers are showing new worries in October about the economy.

Newsmakers

Sigurd Lucassen was elected to his first full five-year term as president of the Carpenters. Delegates to the union's convention in Atlantic City elected Lucassen by a 1,378-878 margin over **John "Whitey" Rogers,** the union's secretary. Lucassen, who was first vice president, became president when former president **Patrick Campbell,** retired in 1988. A third presidential candidate, **Jeff Brunker,** received 23 votes. **Dean Sooter** was re-elected first vice president by a 1,398-865 margin over second vice president **Jack McMillan. Paschal McGuiness** was elected second vice president over **Jim Davis** by 1,319-935 vote count. McGuiness is president of the New York State Council of Carpenters and Local 608. **Jim Patterson,** an international union representative, was elected secretary over **Tom Hanahan** 1,492-731. **Jim Bledsoe,** the union's director of forest products, was elected treasurer over incumbent **Wayne Pierce** by a margin of 1,252-757. A third treasurer candidate, **Willie Sheperson,** received 242 votes.

David Arian has been elected president of the Longshoremen and Warehousemen, replacing **James Herman,** who retired after guiding the union since 1977. Arian defeated **Randy Vekich** by a 10,702 to 10,454 vote after a partial re-run held Oct. 1-2. Arian, 44, a leader of Local 13 in Los Angeles-Long Beach, promised to put more emphasis on organizing to bolster the 50,000-member union.

Herb Sargent, a writer and script consultant for "Saturday Night Live," has been elected president of the Writers Guild of America, East. He succeeds **Edward Adler,** who stepped down after 10 years. **Claire Labine** won re-election as vice president, and **Jane Bollinger** was re-elected secretary-treasurer.

Richard J. Walsh and **Donald A. Johnson** have been returned to office as president and secretary-treasurer, respectively, of the Illinois State Federation of Labor. Walsh, a member of the Illinois Federation of Teachers, had served as president of the state federation since Robert G. Gibson retired in December 1989. Because the two were unopposed after nominations closed, a scheduled vote in December was canceled. Walsh and Johnson begin their new terms April 1.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, has been appointed chairman of National Philanthropy Day. Georgine has served on boards for a variety of philanthropic organizations, including the Blueprint for Cure Committee for the Diabetes Research Institute of the University of Miami School of Medicine. The National Philanthropy Day, a day set aside to honor the contributions philanthropy has made to society, will be celebrated Nov. 19. NPD committee members represent such organizations as the United Way, the American Red Cross, the United Negro College Fund and many others.

Farm Workers President **Cesar Chavez** led pickets in front of the offices of KPIX-TV, the CBS affiliate in San Francisco, to condemn CBS TV News for "grave inaccuracies and outright lies" in a two-part report aired Sept. 18 and 19. "How ironic that the news organization which aired Edward R. Murrow's historic 'Harvest of Shame' broadcast in the 1950s is bashing the people who are still fighting for farm workers in the 1990s," Chavez said. The San Francisco protest coincided with pickets at CBS affiliates in Los Angeles, led by UFW Vice President **Arturo Rodriguez,** and in San Diego, led by **Anthony Chavez,** public action director in the San Diego area.

Leaders of the Soviet Union's Independent Miners Union, the NPG, sent a letter of support to striking Mine Workers in Colorado. Comparing the tactics of Cyprus Minerals Co. to the practices of Soviet coal industry officials, **P. Shumkin** and other NPG leaders wrote, "We understand that the primary goal of the Cyprus management is exactly the same — to eliminate your trade union." The letter was sent to **Donnie Samms, Tony Grajeda** and **Floyd Gutierrez,** three officers of UMW Local 1799, which is entering the fifth month of a strike against the Englewood, Colo., outfit.

Postmaster General **Anthony M. Frank** reportedly is not amused by the "Wanted" posters bearing his photo put up in some of the nation's post offices by the Postal Workers, who are irked by Frank's continued efforts to contract out some mail operations. Frank's crime, the union explains, is "privatizing the Postal Service."

Arleen Gilliam, assistant to AFL-CIO Secretary-Treasurer Thomas R. Donahue, has been appointed to a seat on the nine-member Park Authority Board by the board of supervisors in Fairfax County, Virginia, in which she resides. Gilliam was named as an at-large member to fill out an unexpired term.

AWARDS

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** received the Pacem in Terris award from the Peace Institute of Manhattan College Oct. 3. The award, marking the 100th anniversary of the landmark Papal Encyclical Rerum Novarum, was presented to Donahue by U.S. District Judge John F. Keenan. Honored with Donahue were **Alice Gallin,** executive director of the Association of Catholic Colleges and **Dr. Louis M. Brown,** professor of law emeritus at the University of Southern California.

The Black Trade Unionists Leadership Committee honored two retired labor union officials at a dinner in New York Oct. 5. **Charles Faulding,** former secretary-treasurer of the Transport Workers, and **Frederick O'Neal,** former president of the Actors and Artistes, were the honorees of the group's 20th Annual Awards Dinner-Dance.

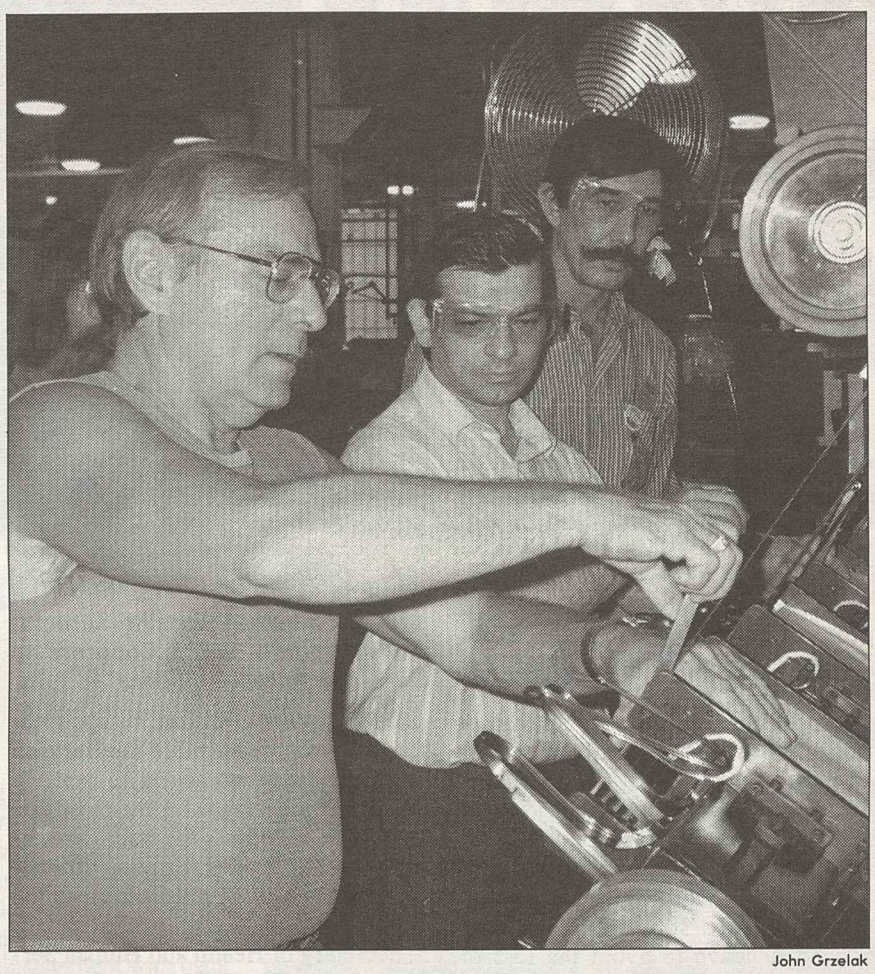
Ken Young, executive assistant to AFL-CIO President Lane Kirkland, was among 10 men who received a National Women's Political Caucus "Good Guys" award Oct. 10 at a dinner in Washington. Young was honored for his work on legislation to improve the lives of working women, including the Family and Medical Leave Act, the Civil Rights and child care measures.

DEATH

William Brim Allen, who served in a variety of positions with the Rubber Workers from 1947 to 1961, died Sept. 2 in Washington.

Allen was a staff assistant to three top officers, including assistant to the late URW President **L.S. Buckmaster**. He served as URW legislative director from 1957-61 before ending his career as an official of a Washington hospital.

A native of East Orange, N.J., Allen received a bachelor's degree from Harvard and also attended Yale before joining URW Local 2 in Akron, Ohio.



John Grzelak

Polish trade unionists Stephan Boczek and Jerzey Tokarczyk watch as Otto Pruitt, a member of the Electronic Workers, winds wire on a cellular manufacturing system at a General Electric plant in Ft. Wayne.

Solidarity Day '91 lasts 3 weeks for Polish group

Unionists learn from Hoosier hospitality

By Michael Byrne

For five Polish union members, the Solidarity Day march in Washington was just the beginning of an extensive education in the American labor movement.

The visitors from Plack, Poland, accompanied trade unionists from Ft. Wayne, Ind. back home to the Hoosier state, where they spent nearly three weeks, from Sept. 1 to Sept. 20, touring plants and offices, attending union meetings and learning about bargaining and organizing from American workers and educators.

It was a clear case of "people working together — that's how solidarity develops," said Tom Lewandowski, president of the Northeast Three Rivers Central Labor Council, who came up with the idea for the exchange after paying a visit to Plack under the Sister Cities program last year.

"I got a sense of how electric this kind of grass-roots, worker-to-worker contact is when they let me work in a combine factory there," said Lewandowski, who was made an honorary member of Solidarity. "There really wasn't much of a need for the interpreters — I could see how people were acting. It was a great time for me, but also good for them because of all the questions, all the excitement of two-way education."

The trip by the Solidarity unionists was worked out through the Free Trade Union Institute and the U.S. Information Agency. "It started out as an experiment, but it clearly developed into what could be a model for a central labor council in helping develop labor solidarity," said Rob Lovelace, who coordinated the program for FTUI.

Besides daily academic programs, the Polish unionists met with UAW workers at a General Motors truck plant and Electronic Workers at a General Electric plant, learned how laid off Food and Commercial Workers were dealing with unemployment during a visit to a cheese plant that had closed, worked with Paperworkers at a box factory, discussed health and safety and community services with Rubber Workers and shadowed a grievance negotiator with the Allied Industrial Workers, among many other stops.

The reaction in Ft. Wayne was spectacular, Lewandowski said. Local news coverage was intense, with 10 separate television news reports, nine newspaper articles and two radio spots.

Television coverage at the GE plant was a particular coup, Lewandowski said, since the company had never let TV cameras in. "The ABC affiliate, the No. 1 news program, told us GE wouldn't open up for them, but we delivered. They not only got their shots, they ended up doing a whole collage at the end of one of their news shows.

"GE was caught in a dilemma," he said. "Like everyone else, they want to celebrate that the Poles are free of communism, but they sure didn't want to be seen as being for unionism."

In addition, the local AFL-CIO attracted new interest among groups not previously in close touch, like a newly organized local of the Glass, Molders and Pottery Workers at the Pontiac Foundry, which expressed interest in affiliation after the plant was included in the tour.

"This program of communication and education was designed with the intent to build the central labor council, as well as to build Plack solidarity and labor solidarity," Lewandowski said. "This was a way to work with local unions so they could understand what being a part of the greater labor movement is all about.

"We demonstrated that we could do things without depending on the employer, where control was in hands of union workers and not in the hands of the company," he said. "It usually meant the company just watched."

Pressure builds for health care reform action

Continued from Page 1

and decreasing access to services have become a fact of life for a majority of Americans, according to the poll.

Approximately 50 percent of the 1,430 adults interviewed by telephone in mid-August said fundamental changes to the U.S. health care system were necessary, with another 40 percent calling for the system to be completely rebuilt.

The impending crisis is apparent to 79 percent of respondents, while 54 percent said they favored national health insurance. The poll had a margin of error of 3 percent.

Indicative of what the newspaper characterized as "job lock," 26 percent of respondents said they or someone in their household had chosen one job over another because of better health coverage, while three in 10 respondents — 30 percent — said they or someone in their household stayed in a job they wanted to leave to avoid the loss of health coverage.

With a rash of varying proposals introduced in Congress, lawmakers are seeking to find a common ground for change.

Sen. Donald W. Riegle Jr. (D-Mich.), chairman of the Senate Finance subcommittee on health for families and the uninsured and co-sponsor of the Senate Democratic leadership package (S. 1227), said Sept. 30 he would seek negotiation to craft a package acceptable on both sides of the aisle, along with organized labor, the Bush administration, business and health care providers. His committee has held several hearings on the health care crisis in recent weeks.

Two Democratic presidential candidates also have proposals. Sen Robert Kerrey, (D-Neb.) has introduced a far-reaching national health care plan that would rely on new taxes, and Paul Tsongas, a former Massachusetts senator, has proposed a more modest plan to ensure universal access to care.

AFL-CIO Employee Benefits Director Karen Ignagni urges Congress to heal health care system.

But President Bush for the most part has failed to address the issue, preferring instead for administration officials to make periodic promises to study the problem.

Secretary of Health and Human Services Louis W. Sullivan on Sept. 23 said he would convene a meeting of major insurers and agency officials within a month to seek ways to control unnecessary administrative costs and reduce paperwork.

The new figures on U.S. expenditures for health care point up the AFL-CIO contention that any reform plan must include strong provisions for cost containment.

A 1990 study by Lewin-ICF Inc. estimated that a 2 percent reduction in the projected rate of growth in health inflation engendered by a single cost-containment program for all payers would save $165 billion by the year 2000. To that end, the federation maintains its call for a national commission to administer that program through the establishment of growth limits, payment rates and controls on capital costs, Ignagni said.

Actors unions say curtain falling on health benefits

By James B. Parks

Actors, despite their glamorous image, are suffering as much as other workers from high medical care costs, union leaders told Congress.

"Health coverage for a professional actor has become an 'elitist' benefit and may soon not exist for any of us," Ron Silver, president of Actors' Equity, told the House Ways and Means Committee.

Barry Gordon, president of the Screen Actors Guild, said if health insurance costs continue to rise unabated, the union will have no choice but to increase the share of costs, or decrease benefits, or both, for its 75,000 members.

As health care costs "skyrocketed in a seemingly exponential pattern," Equity found itself giving up raises in salaries in order to gain health benefits, Silver said.

"Producers are currently contributing up to $78 per week per actor to the Health Fund," he said. "While this represents only 9 percent of minimum salary on Broadway, it comes to 16 percent of the average regional theater salary, 24 percent of a typical dinner theater salary and as much as 50 percent of salary in a small developing theater."

To keep the health plan solvent — it was losing $300,000 per month in January — the union has increased eligibility requirements and reduced benefits. As of December 1991, the eligibility requirement will increase to $5,000 in annual earnings or 12 work-weeks of employment a year. That will cut the number of eligible members from 15,000 to 8,000, Silver said.

The Screen Actors also have had to increase eligibility requirements, Gordon said. Through 1989, the union's jointly administered plan provided care to nearly half the membership. Then the insurance carrier raised premiums by 48 percent in one year, forcing the trustees to raise the minimum earnings level for coverage by 56 percent. That caused over 20 percent of the then-eligible members — over 10,000 people — to be dropped from the plan, he said.

The cost of Equity's health care package "has nearly crippled our ability to organize non-union theaters, sacrificing new job opportunities for our members," Silver said.

Silver emphasized the urgent need for health care reform. "It is not just folks in my union that need relief, but all the people in this country of ours need relief. We're in trouble."

"Health care is too important to be a commodity available only to those fortunate enough to afford it," Gordon said. "It is too important to be a collective bargaining 'perk' to be negotiated," Gordon said. "We are here to say that in the greatest country in the world, health care must no longer be a privilege, but the right of every man, woman, and child in this country."

Actors are hit hard by health care costs because of the cyclical nature of their employment. At any one time less than 15 percent of the 39,000 actors and stage managers that belong to Equity are actually working in theater jobs, Silver said. In a year, about 14,500 will have worked under an Equity contract.

Most of those jobs are sporadic and short-term, he said, with an average Equity member working only 16.5 weeks a year.

The situation is much the same for the Screen Actors, Gordon said. "We represent members that run the gamut from the 'working poor' to the 'extremely wealthy.' And, frankly, we have far more in the 'working poor' category," he said.

Both unions have created national health care committees and endorsed H.R. 1300, the Universal Health Care Act of 1991, introduced by Rep. Marty Russo (D-Ill.).

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Labor is building grass-roots support for a congressional override of President Bush's veto of the bill that would extend unemployment compensation up to 20 weeks.

2 ***ATU seeks review of Greyhound safety***
The Amalgamated Transit Union called for a federal safety investigation into the growing number of accidents and complaints involving Greyhound Lines Inc. scab drivers.

3 ***Senate adopts family leave bill***
In the face of a veto threat from President Bush, the Senate passed a family and medical leave bill that would give working families up to 12 weeks of unpaid leave for family emergencies.

4 ***Supreme Court backs ALPA's Eastern pilots***
In a big victory for the Air Line Pilots, the Supreme Court let stand a lower court decision that Eastern Airlines wrongly refused to reinstate pilots after they ended their strike.

12 ***AFL-CIO seeks end to trade benefits***
The AFL-CIO called for the withdrawal of trade benefits under the Generalized System of Preferences from six countries because of worker rights abuses and violations.

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UNION YES

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Solidarity works at S. Lichtenberg

By Sharolyn Rosier

Perseverence and solidarity through three difficult years won a first contract for some 500 workers at a Georgia drapery manufacturer.

The workers, employed at S. Lichtenberg and Co. plants in Waynesboro and Louisville, danced and shouted in jubilation after the ratification and settlement of unfair labor practices, which resulted in the reinstatement, with $1 million in back pay, of nearly 200 workers illegally fired by the company.

More than 90 percent of the employees turned out for the ratification vote, which came more than three years after the Lichtenberg workers voted for representation by the Clothing and Textile Workers.

"It's hard to believe I'm going back to work," said Renia Bractley Cuyler, a member of the bargaining committee who was illegally fired in May 1990 for her union activity. "It shows what people can do when they stick together."

The breakthrough agreement came Oct. 16, with the company consenting to reinstatement with back pay.

The bargaining committee was successful in gaining medical insurance, child care and medical leave, and the creation of a union-management health and safety committee.

The agreement provides for more than 14 percent in wage increases over the life of the three-year contract. A $375 bonus, totaling nearly

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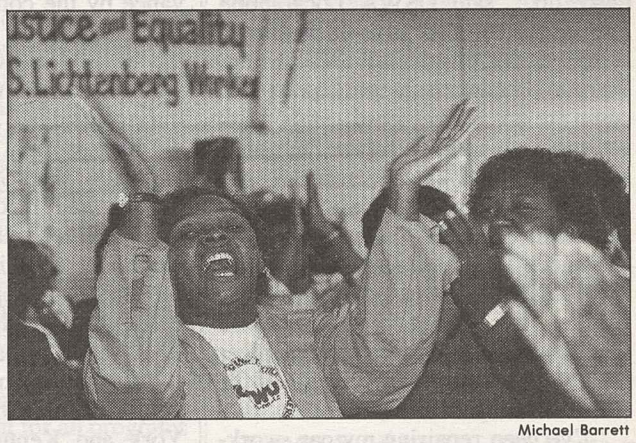

Michael Barrett

Joy for a first contract after three years.

OSHA asserts jurisdiction in N.Carolina

AFL-CIO sought U.S. intervention after fire

By Colleen M. O'Neill

The U.S. Department of Labor announced Oct. 23 it would assert concurrent jurisdiction over the North Carolina occupational safety and health plan.

The AFL-CIO petitioned Sept. 11 to withdraw the state's authority to run its plan, with concurrent jurisdiction an interim step. The request came eight days after a fire at the Imperial Foods processing plant in Hamlet, N.C., claimed the lives of 25 workers trapped behind locked doors in an uninspected building.

"OSHA has at last taken the right step to help protect workers in North Carolina," AFL-CIO President Lane Kirkland said. Organized labor called for that action "trusting it would help avert tragedies similar to the one that occurred at Hamlet."

Kirkland said the state's abysmal record on inspections, coupled with understaffing of inspector slots, necessitated the request.

In a letter Sept. 11 to OSHA chief Gerard F. Scannell, AFL-CIO Safety and Health Director Peg Seminario said North Carolina had only 16 safety inspectors and six health inspectors who were fully trained and qualified. As a consequence of such understaffing, the state had conducted only 100 general schedule safety inspections in manufacturing establishments in 1990, and only five general schedule health inspections.

Seminario cited other deficiencies of the North Carolina plan, including the failure to classify violations correctly and the failure to protect workers who bring discrimination complaints.

Scannell said in a prepared statement Oct. 23 that the federal OSHA assistance under the concurrent jurisdiction arrangement should free the North Carolina staff to devote its efforts to pending complaints, the Hamlet investigation and other recent fatalities and the resumption of high hazard safety and health inspections.

The action marks the first time in OSHA's 21-year history that the federal government has taken over part of a state's responsibility. Prior to the an-

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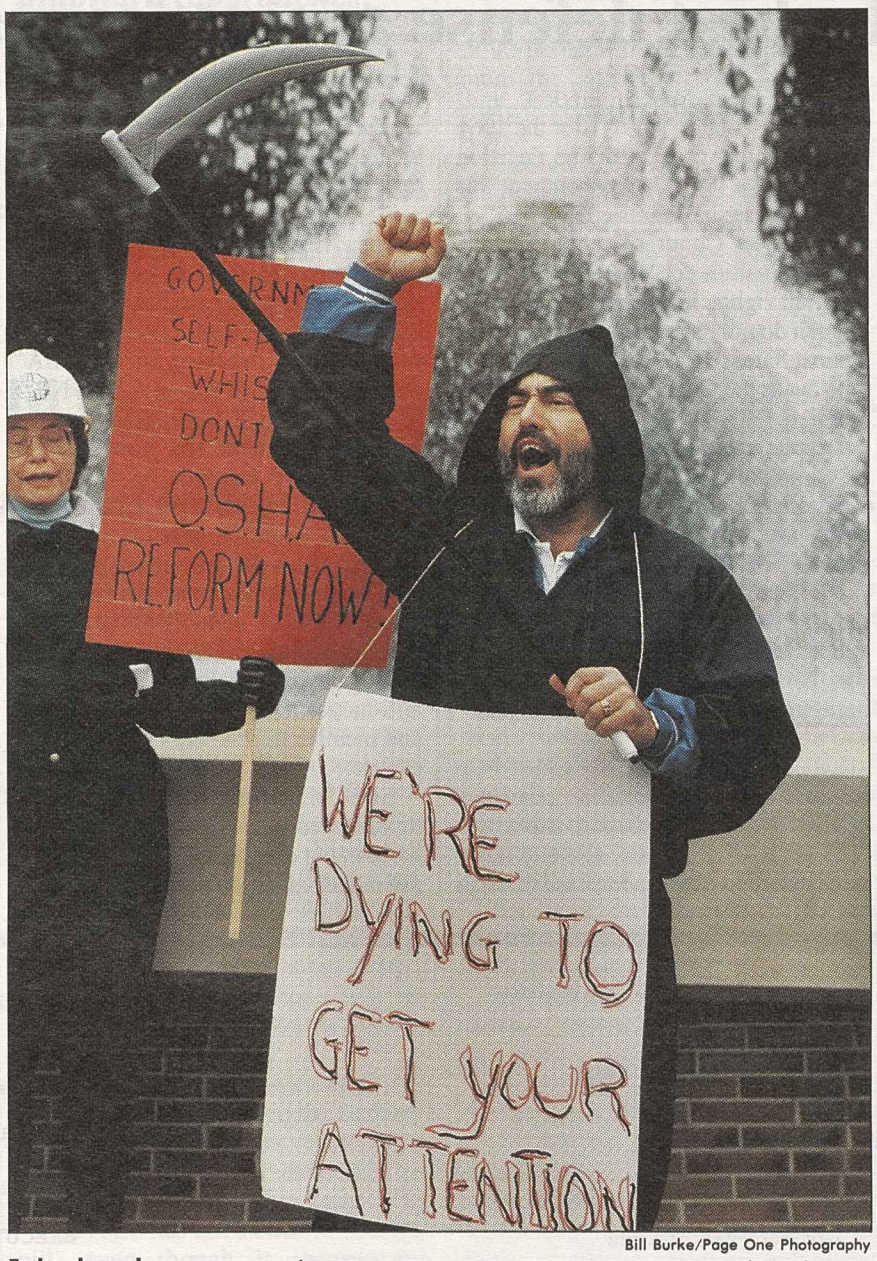

Bill Burke/Page One Photography

Federal employees urge Labor Secretary Lynn Martin to support legislation to enforce safety standards in government workplaces.

Labor appeals for action now on health care

By Colleen M. O'Neill

AFL-CIO President Lane Kirkland and several Executive Council members stressed the urgent need for national health care reform in congressional testimony and were assured by lawmakers that Congress is aware of the problem.

But this awareness does not seem to translate into solid action to solve the problem, Kirkland said.

"The easiest thing in the world, I suppose, is to sit around and tell people what they ought to do," he told members of the House Ways and Means Committee. "I guess the hardest thing to do is to get them to do it when you haven't got a gun."

Testifying in addition to Kirkland were Owen Bieber, president of the UAW; Jay Mazur, president of the Ladies' Garment Workers; Gerald W. McEntee, president of AFSCME; Barbara J. Easterling, executive vice president of the Communications Workers; and Nolan W. Hancock, legislative director of the Oil, Chemical and Atomic Workers.

Kirkland reiterated his call for Congress to act before the health care crisis does any more damage to American families and businesses.

While Ways and Means Chairman Dan Rostenkowski (D-Ill.) has repeatedly stated that Congress does not have a mandate and is unlikely to act on a national reform plan this year, the costs for American working families continue to mount.

Under the current patchwork U.S. system, health care programs now account for 22 percent of domestic spending. On a per-capita basis, the United States spends 40 percent more than

Continued on Page 4

Replaced workers 'make do' a year after lockout

By Muriel H. Cooper

One year after 1,700 Steelworkers were locked out and "permanently replaced" by Ravenswood Aluminum Corp., little has changed but the degree of suffering for those workers.

RAC is still operating with a scab work force. The plant is ringed by barbed wire fences and video cameras remain positioned on the roof. Steel barricades cover parts of the plant.

Ravenswood, W.Va., remains a town divided, as the bitterness of the dispute has pitted some family members against one another and has trickled into churches and businesses. As lockout victims, some workers were eligible for unemployment compensation — but that has run out now for most of them, so they subsist as best they can on strike benefits.

"We've had to learn to adjust and make do," said USWA Local 5668 President Dan Stidham. "I've heard some of the businesses are hurting. Some of them are supporting us and some are not. If they don't support us, we don't intend to patronize them. It's still a divided town."

The workers have kept people on the picket line, and they're helping at the assistance center and just being neighborly. "It's like the old story on the frontier. If someone needs a roof on their house there is a lot of volunteer labor," said Dewey Taylor, one of the locked-out Steelworkers.

"I've been repairing my car, working around the house and helping my neighbors," said Al Price. "But, I'd rather be working."

Work ended on Oct. 31, 1990, when workers clocking in for the second shift at RAC were told to leave the plant — they were locked out. As they walked away, many from lifetime jobs, they passed by busloads of "permanent replacement" workers, hired in advance by the company.

> ***"We're determined to stay out there one day longer than the company, no matter what the consequences."***
>
> **—USWA's Dan Stidham**

Although their contract had expired, the employees were willing to work while negotiations were going on. But management had a different game plan.

"Management brought in 'goon guards,'" said Stidham. "They hired a cook and made a cafeteria. They brought in railroad cars full of food. We went back five times to negotiate and reduced our proposals. We knew we had a problem when they walked away. They failed to bargain in good faith.

"If you look in the parking lot today you see cars with Florida, Ohio, New York and Kentucky tags," Stidham said. "They got the scabs in there for $12 an hour and then, from what I understand, reduced their pay to $9. Once they got the scabs in the plant and got a foothold, they figured they didn't need us."

The National Labor Relations Board has issued a complaint of unfair labor practices against the company but the NLRB notoriously functions in slow motion. If an administrative law judge rules in their favor, and the ruling stands up at the higher levels of the NLRB, then the workers can expect another delay in the federal court system.

The workers know that their legal case is strong and the right finding could return them to their jobs and evict the scabs. But when you have a family to feed, the question is not what but when.

"We know there is a rainbow out there somewhere," said Stidham. "What would be best is if the NLRB goes back and seeks an injunction that orders the scabs out and our membership back in to work. That's the hope we look forward to. If not, we're determined to stay out there one day longer than the company, no matter what the consequences."

Meanwhile, the workers say nothing can be settled until the scabs are out of the plant. "They gotta go before we can get anything settled," Price said.

Ravenswood workers also are holding out hope that Congress will pass Workplace Fairness legislation, which would ban the use of "permanent replacement" workers.

"If H.R. 5 and S. 55 were in effect last October, we wouldn't be where we are today," said Taylor. The House of Representatives overwhelmingly passed H.R. 5 on a 247-182 vote in July, while the Senate version of the bill is expected to be voted on early next year. The Bush administration has continued to maintain that the president will veto the strikebreaker measure if it is passed.

Meanwhile, the workers are continuing their corporate campaign, which has included an agreement by Stroh's and Old Milwaukee brewers to boycott the aluminum produced in the plant. They also have been joined by international trade unionists in a campaign against absentee owner Marc Rich, who is a fugitive from a 65-count U.S. indictment.

The local has received moral and financial support from sympathetic unionists nationwide. Several locals from the Cleveland area delivered a check for $26,000. A car caravan of unionists from Detroit will bring additional funds.

"This is what keeps our spirits up and hope alive," said Taylor of the outpouring of support. "The international has been so supportive to see that justice is done. It takes something like this to bring out the best in people. I feel like I have really gotten to know the membership."

Unions offer the best defense against sexual harassment

By Candice Johnson

The issue of sexual harassment in the workplace was cast abruptly into the national spotlight during the Senate confirmation hearing of Supreme Court nominee Clarence Thomas.

For millions of working women — especially those who have suffered harassment from supervisors or co-workers — and for many men as well, the discussion is long overdue.

But nearly 8 million women have the backing of their unions, through contract language, grievance procedures and other support, when they come up against the ugly face of sexual harassment on the job.

The U.S. Equal Employment Opportunity Commission has said sexual harassment can include verbal abuse, pressure for sexual activity, sexual remarks, leering or displays of sexually explicit materials intended to humiliate another person and requests or demands for sexual favors accompanied by threats to one's job.

In 1986, a unanimous Supreme Court made clear that sexual harassment equals sexual discrimination and, therefore, violates Title VII of the 1964 Civil Rights Act. That same decision established a "hostile environment" as a form of sexual harassment.

But unless Congress acts to include stiffer penalties for sexual harassment in civil rights legislation, non-union women do not have adequate protection against harassment, said Joyce Miller, who heads the Coalition of Labor Union Women.

Despite existing laws, "investigation of complaints is inadequate, enforcement often is extremely slow and many cases are difficult or impossible to prove," Miller said.

"It remains an unfortunate fact of life that speaking out and filing complaints still leaves the non-union woman to fend for herself, risking ridicule, more harassment or even loss of her job," she noted.

Union workers have the added help of full representation, a grievance system and legal protection, she noted.

Charges of sex, race, age and other discrimination can be addressed through the union grievance procedure, with workers gaining further protection against employer retaliation. The union "gives power to the powerless," Miller said.

The AFL-CIO and affiliates have developed materials to help workers take a stand against sexual harassment on the job. Publications such as the federation's "Working in the USA" and the UAW's "When I Say No, I Mean No," spell out what constitutes sexual harassment and how that behavior can be stopped.

AFSCME recommends several measures local unions can take to combat and discourage sexual harassment in "Stopping Sexual Harassment, An AFSCME Guide." These include: shop steward training on how to handle sexual harassment grievances; a specific negotiated anti-harassment policy in the contract; and membership surveys and education efforts.

AFSCME also outlines the duty of union representatives to handle sexual harassment complaints promptly and to put management on notice immediately about the problem. "Management is resopnsible for providing a harassment-free work environment," it said.

A Teachers' pamphlet cites studies finding that three of every four working women have been sexually harassed and 25 percent of all victims are fired as part of the harassment.

The AFT also suggests that unions can negotiate special grievance provisions to "handle the unusual circumstances of sexual harassment cases. . . which can require unusual confidentiality and promptness."

If the problem cannot be resolved at the workplace, a worker injured by sexual harassment should file a complaint with the state fair employment practices agency or the EEOC and then, with the union's help, consult an attorney and file criminal charges if appropriate, AFSCME said.

But for further support, the EEOC and state and local human rights commissions must be made more effective, said Miller, who called for additional funding to increase EEOC investigative and legal staff.

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LEGISLATION

Jobs-creating highway bill approved

By Mike Hall

More than 2 million jobs could be created under the highway and mass transit legislation passed by the House of Representatives. The $151 billion, six-year reauthorization bill, which the AFL-CIO strongly backed, passed by a 343-83 vote on Oct. 23.

The bill authorizes $119 billion for highways and $32 billion for transit projects. A conference committee will try to iron out major differences between the House bill, H.R. 2950, and the Senate version, S. 965. The Senate bill authorized about $121 billion over a five-year period for surface transportation projects.

"Now that the national goal of the creation of the interstate highway system, established in 1956, is virtually complete, H.R. 2950 wisely charts the new directions in policy and procedures that 1991 conditions demand," AFL-CIO Legislative Director Robert M. McGlotten wrote in a letter to House members. "Future transportation needs demand new and innovative approaches."

The House in September rejected a $153 billion, five-year authorization because it contained a 5 cents-a-gallon gas tax increase to fund part of the bill. The bill's sponsors dropped the tax increase and extended the existing tax, which includes 2.5 cents for transportation through 1999.

The AFL-CIO will work to preserve the Davis-Bacon and Section 13C labor protections for transport workers contained in the House version when the legislation goes to conference with the Senate, McGlotten said.

The House version also gives "labor a voice in the new metropolitan planning organizations, which will determine how two-thirds of a state's transportation money is spent," he said.

Local officials will play a strong role in the MPOs, which will direct authority over urban mobility funds. Working with state governments, they also will help develop and implement the state's transportation improvement plan.

The AFL-CIO will work to preserve House-passed labor protections, including labor's "voice in the new metropolitan planning organizations, which will determine how two-thirds of a state's transportation money is spent. Future transportation needs demand new and innovative approaches."

House Public Works and Transportation Committee Chairman Robert A. Roe (D-N.J.) said that the bill's "commitment to a national highway system, increased funding for urban areas for mass transit and flexibility for state and local officials meets the needs of our entire nation."

The legislation will go a long way to fulfilling a major labor goal of rebuilding the nation's crumbling transportation infrastructure, McGlotten said.

"Study after study throughout the last decade has documented the frightening decline in America's highways, bridges and transit infrastructure," he said. "The need for this legislation is simply overwhelming in every region of our nation, especially as the recession continues to worsen literally on a week-by-week basis."

The legislation also creates a $76.7 billion flexible highway program that gives state and local officials discretion to transfer up to two-thirds of the funds to mass transit. States with significant portions of the population living in clean air non-attainment areas can transfer all of the highway funds to mass transit.

The program includes $37.6 billion for a 155,000 mile national highway system consisting of the interstate highways and major primary roads.

The bill establishes a federal-state match of 80/20 percent for all programs except interstate construction and repairs, which will remain at 90/10. The legislation also increases from 85 to 90 percent of the guaranteed minimum the allocation for each state's share of Highway Trust Fund contributions.

Finally, the bill authorizes $9.8 billion for new transit starts and rail modernization projects; $14.9 billion to rehabilitate and replace obsolete and deficient bridges and $8 billion for completion of the interstate highway system.

Senate weighs in on civil rights compromise

AFL-CIO backs amendment lifting caps on sexual bias awards

By James B. Parks

The AFL-CIO was carefully watching the development in the Senate of a compromise version of the Civil Rights Act of 1991, which passed the House in June.

The federation supports the bill as "a step in the right direction" towards equal opportunity for all Americans, said AFL-CIO Legislative Director Robert M. McGlotten. The bill would reverse several 1989 Supreme Court decisions that narrowed the remedies available to victims of discrimination.

The bill's sponsor, Sen. John C. Danforth (R-Mo.), reportedly was negotiating with the White House to fashion a bill the president would sign. If the bill is weakened through that process or by amendment, the AFL-CIO could withdraw its support after evaluating the changes, McGlotten said. The White House has sabotaged all previous efforts for a compromise.

As Bush met late last week with a group of Republican senators on the bill, White House officials denounced Danforth's bill as a "quota bill" and said that it would create a "lawyer's bonanza."

The AFL-CIO does back an amendment offered by Sens. Barbara Mikulski (D-Md.), Timothy E. Wirth (D-Colo.) and David Durenberger (R-Minn.) to remove limits on the amount of damages women can receive in cases of sexual discrimination. Under current law, victims of racial discrimination have no limit on the amount of damages they can receive, but women are limited to back pay.

Danforth's bill would allow jury awards of punitive and compensatory damages in cases of intentional discrimination, but sets award limits depending on the size of the employer. The awards range from a limit of $50,000 for employers with 15-100 workers to $300,000 for those with 500 or more employees. The Bush administration's bill would give a judge, not a jury, the authority to make awards up to $150,000.

Sen. Edward M. Kennedy (D-Mass.), who has endorsed the Danforth bill, introduced a stronger version of the bill last year that the Senate passed but failed to override President Bush's veto.

Bush also has threatened to veto this bill, even though it incorporates language from the Americans with Disabilities Act, which he praised as a "historic new civil rights act."

The major points of contention between Congress and the White House are the limits on damages and how best to restore a 1971 Supreme Court ruling in Griggs vs. Duke Power, which stated that job requirements exceeding those needed to perform the job are unlawful if they screen out a disproportionate number of minorities. The Supreme Court also weakened that rule in 1989 in Wards Cove vs. Antonio.

Under Danforth's bill, such requirements must be related to the job in question. It would ban such practices as height and weight requirements that exclude women, high school diplomas for a janitor's job or suburban residency requirements that deny opportunities to minorities in the city.

The labor-backed civil rights bill passed by the House in June has not been introduced in the Senate. If the Senate passes another version, the differences would have to be worked out in conference committee.

Meanwhile, in a letter to the White House, the U.S. Commission on Civil Rights called for an end to the "tortuous negotiations" on the various proposals and for quick passage of a bill to demonstrate that "discrimination in all forms — whether by intentional acts or the disparate impact of seemingly neutral decisions that nevertheless keep women and minorities out of the workplace — will not be tolerated.

"All sides must strive, without reservation," the letter said, "to achieve agreement on a bill that sends a clear unequivocal message: the barriers to equal employment opportunity for all Americans must come down!"

Capitol Digest

In the closest such vote in more than 100 years, the Senate confirmed Clarence Thomas as a justice of the U.S. Supreme Court by a 52-48 margin. The AFL-CIO Executive Council voted Aug. 1 to oppose Thomas's confirmation.

AFL-CIO President Lane Kirkland told the Senate Judiciary Committee that Thomas had been "unwilling to enforce the nation's anti-discrimination laws" during his tenure as chairman of the Equal Employment Opportunities Commission and has held that such worker protection measures as a ban on child labor are an "infringement on freedom."

The vote was delayed to hear charges of sexual misconduct against Thomas.

In other action on Capitol Hill:

FAMILY LEAVE — The House is expected to vote by the end of the month on the family and medical leave legislation, H.R. 2. The bill's backers hope to convince enough lawmakers to produce a veto-proof margin for a Senate-passed compromise. The AFL-CIO-supported legislation would provide up to 12 weeks of unpaid leave per year for serious family emergencies or medical problems. It also would protect the worker's job while on leave and continue benefits during the leave.

MARITIME — Foreign-flag ships operating mainly out of American ports should be required to follow U.S. labor laws, representatives from several maritime unions told the House Education and Labor subcommittee. Crew members on many of these "flag of convenience" ships are paid low wages, work in unsafe and dangerous conditions and are blackballed from future employment if they complain, said witnesses representing the Seafarers and Marine Engineers. H.R. 1126, introduced by Rep. William Clay (D-Mo.), would place the "flag of convenience" ships under the National Labor Relations and Fair Labor Standards acts. The AFL-CIO Maritime Trades Department also urged the House to approve H.R. 3282, which would allow U.S.-flag passenger ships to provide the same gambling services as foreign carriers operating out of U.S. ports.

UTILITIES — The Mine Workers and Electrical Workers urged the Senate to defeat provisions in the National Energy Security Act, S. 1220, that would move the electric utility industry toward deregulation, increase power rates for consumers and possibly cost the jobs of thousands of coal miners and utility workers.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

Congress tries again to get UI bill past Bush

By John R. Oravec

With the failure of the Senate to overcome a hard-core minority of Republicans in upholding another presidential veto, the AFL-CIO is prodding Congress for swift legislative action to provide extended jobless benefits to the long-term unemployed.

Less than a week after the Senate fell two votes short of overriding President Bush's veto on a 65-35 vote, the House Ways and Means Committee shaped a bill that would extend benefits up to 13 weeks for workers who exhaust their initial 26 weeks of unemployment insurance compensation.

However, even the new pared-down Democratic measure has been targeted for another veto by Bush's advisers.

In rejecting the earlier measure, Bush contended that 20 additional weeks of benefits for the jobless would bust the federal budget.

But AFL-CIO President Lane Kirkland said, "With $8 billion sitting idly in a federal trust fund earmarked for the jobless, the Senate's failure to override the president's veto is playing with the lives of millions of Americans caught in the continuing recession."

Bush and the Senate Republican leadership favors a bill introduced by Sen. Robert S. Dole (R-Kan.) to extend benefits only six to 10 weeks, which would exclude 80 percent of the jobless who have exhausted their initial compensation.

The vetoed bill would have covered more than 1 million workers who have exhausted their benefits since March. With jobs harder to find in the lingering Bush recession, more than 3 million unemployed workers have used up their UI benefits.

Before vetoing the benefits extension, Bush branded the measure "garbage," insisting that the economy is on the upswing and the jobless would not need the additional assistance.

Bush signed a similar UI bill in August providing seven to 20 more weeks of benefits to the long-term jobless, but he refused to declare an emergency to implement financing by releasing money from the $8 billion surplus in the UI trust fund.

The new Democratic measure, cosponsored by Ways and Means Chairman Rep. Dan Rostenkowski (D-Ill.) and Rep. Thomas Downey (D-N.Y.), was approved in committee by a 22-14 vote and is expected on the House floor the week of Oct. 28.

The $5.2-billion package would be financed partly by a modest increase in a payroll tax employers pay into the federal-state UI system. Coverage would reach back to March 1 for workers who have exhausted benefits and would run through next July 4.

A triggering formula is based on the labor-backed total unemployment rate (TUR) rather than on the insured unemployment rate (IUR), which is the trigger in the existing UI law but currently provides no extension of benefits.

The Republican-backed Dole bill is keyed to the weaker IUR trigger. In a letter to Rostenkowski, Labor Secretary Lynn Martin said senior advisers to Bush are pressing for a veto because of the TUR formula, as well as the longer extension of benefits to ex-military personnel who served in the Persian Gulf war.

Many Democrats in the House are opposed to the revenue-raising provisions of the Rostenkowski-Downey bill, including the proposed $700 increase in the UI payroll tax to $7,700 a year beginning in 1993. But on a 17-17 vote, the Ways and Means Committee defeated a move by Rep. Jim Moody (D-Wis.) to eliminate the tax increase.

Under the new Democratic bill, (H.R. 3575), a maximum of 13 weeks of extended benefits would be provided in states with higher jobless rates. Currently, 21 states would qualify. All other states would get an additional seven weeks of benefits.

Only seven states would qualify for the maximum 10 weeks of benefits under the Dole bill. A study by the Center on Budget and Policy found that the Republican plan would cover just 135,000 workers who have exhausted benefits between March 1 and early October.

To focus attention of the plight of the unemployed, Democrats held an overnight vigil on the House floor Oct. 23-24 to point up the nation's growing jobless rate with the continuing spread of worker layoffs.

New claims for jobless benefits have exceeded 400,000 a week throughout the recession and hit 452,000 the week of Oct. 12, the highest level in five months.

United labor urges Congress to act now on health care

Continued from Page 1

Canada, 90 percent more than Germany and 125 percent more than Japan. In 1990, that meant Americans spent $700 billion — or 12.2 percent of the GNP — on health care.

A national health care plan that includes cost containment measures and access for all Americans — key reform goals of the AFL-CIO — could save the United States between $1 trillion and $5.6 trillion over 10 years, according to a study released Oct. 17.

The Economic and Social Research Institute said a single national plan could bring "potentially staggering" savings for the government and the nation's businesses. Even though taxes would be increased to pay for the reform, the group's report said, savings would be achieved by the end of a decade.

On the subject of increased taxes, Kirkland told Rep. Byron L. Dorgan (D-N.D.) workers would pay their fair share.

"They're paying for it now. . . . They are conscious of the enormous costs that they're bearing today, and are quite prepared to see those costs translated into social insurance. . . spread more equitably across the population."

Kirkland pressed panel members for real reform, telling them "labor is united in its belief that a single-payer approach would be the best mechanism for this restructuring. We also are united in our belief that the urgency of the crisis requires us to seek relief now."

Congress should not be satisfied that minor alterations of the system would provide significant reform, Kirkland said.

"We're open to practical approaches in light of the current political situation," he assured Rostenkowski. But the situation "is so urgent, Congress can't step aside and wait for the White House."

"We can no longer afford to continue to patch our deteriorating system piecemeal with Band-Aids and aspirin," Mazur said. "We can no longer afford not to be bold."

UAW's Bieber echoed Mazur's support for sweeping reform, saying that U.S. competitiveness depends on it. "The UAW believes that employers should not have to compete on the basis of their health care costs. There should be a 'level playing field,' with all employers sharing equally in the costs of providing a basic level of health care protection to all Americans.

"All employers currently pay the same contribution to Social Security in order to provide a basic level of retirement and disability income to workers," he said. "The same principle should be applied to the financing of health insurance coverage for workers and their families."

McEntee said the political popularity of Social Security reflects an American consensus for a national program on health care. "A universal social insurance plan would be more beneficial than a regulatory approach because people would get value back for their taxes," he said.

Easterling noted that the current system allows "employers to use our medical benefits as a club to keep workers in line. In bargaining, employers link our standard of living to our standard of health, telling us to choose between decent health plans and decent wages, or child care benefits or pensions.

"A national social insurance system is the most effective way of addressing the major problems of the national health care crisis — rising costs and the growing numbers of uninsured and underinsured Americans," Easterling said.

The representatives of the affiliated unions all testified of their support for H.R. 1300, the Universal Health Care Act of 1991, sponsored by Rep. Marty Russo (D-Ill.).

Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland testifies before the House Ways and Means Committee on health care reform. He is joined by Karen Ignagni, AFL-CIO employee benefits director, and Robert M. McGlotten, legislative director. UAW President Owen Bieber, in background, also testified.

Unions mull USAir's call for wage, benefit concessions

By Candice Johnson

USAir is seeking pay and benefit concessions from workers to shore up its financial outlook.

The Flight Attendants, Air Line Pilots and Machinists, representing 20,000 USAir employees, currently are negotiating new contracts with the carrier and are meeting over the company's proposals to cut operating costs.

Contracts for all three unions now are open for negotiation, with the IAM and AFA involved in talks mediated by the National Mediation Board. Under the Railway Labor Act, the company cannot change existing contract terms while negotiations or mediation continues.

In an interview last month, AFA President Dee Maki said the trend in the industry "that companies need to be big to survive" has hurt USAir. With little room left for domestic expansion, more international investment is needed and that can be very costly, she said.

Maki also pointed out that some work rules that boost productivity at medium-sized firms don't always work as well when carriers expand.

The number of flight attendants at USAir jumped from 3,000 to 9,000 over a short period, the AFA noted.

AFA's master executive council for USAir has been meeting with company officials and the AFA is analyzing financial reports from the company, which projects continued losses in the next two years. Company "road shows" began Oct. 14, outlining the details of the carrier's proposal. Talks also are continuing with IAM and ALPA.

USAir is seeking pay and benefit cuts of up to 20 percent from both union workers and those not represented by unions. Under the company plan, salaries below $20,000 a year would not be cut; wages between $20,000 and $50,000 would be cut by 10 percent; between $50,000 and $100,000 by 15 percent; and above $100,000 by 20 percent.

USAir would offer some profit-sharing and stock plans to workers in lieu of the lost wages. The company said it would cut corporate salaries beginning in January.

Maki noted that labor costs at USAir are lower than Delta Airlines and about equal to those at American and United airlines. Flight attendants can fly up to 105 hours per month at USAir, compared with a maximum of 85 hours per month at most other major carriers, she pointed out.

At USAir, AFA represents about 9,000 attendants, the IAM some 8,000 mechanics and clerks and ALPA about 3,000 pilots.

Pennsylvania race may be harbinger of '92

By Arlee C. Green

In a U.S. Senate race that could serve as a harbinger of the 1992 elections, Pennsylvania voters will go to the polls Nov. 5 to choose between Democratic Sen. Harris Wofford and Republican challenger Richard Thornburgh.

Election Day 1991 also will decide scores of other elections at the state and local levels, while a special runoff election will be held Nov. 16 between former Louisiana Gov. Edwin Edwards and his Republican challenger, former Ku Klux Klan leader David Duke.

Wofford was appointed to the Senate post last spring following the death of Sen. John Heinz (R). Thornburgh resigned as President Bush's attorney general to challenge Wofford.

Wofford, who is endorsed by the Pennsylvania AFL-CIO, has a 100-percent right COPE voting record and a career of commitment to workers and education. He served as a special assistant to President John F. Kennedy and helped to found the Peace Corps. He served as president of the State University of New York in Westbury and of Bryn Mawr College in Pennsylvania.

For four years, Wofford effectively represented workers as Pennsylvania's Secretary of labor and industry. He worked with educators in creating and guiding the Schools Cooperative Committee, set up 90 one-stop job centers to aid workers throughout the state, and helped establish business-school partnerships to aid students in the transition to the working world.

Since becoming senator, Wofford voted against fast-track legislation for the job-killing U.S.-Mexico trade pact, co-sponsored anti-strikebreaker legislation, worked for family and medical leave, health care reform and extended benefits for the long-term unemployed.

Thornburgh, whose close alliance with administration policies has earned him the nickname "Thornbush," has come under increasing scrutiny for a perceived reluctance to fully investigate the current savings and loan scandal and Bank of Credit and Commerce International's wide-ranging illegal activities.

Wofford is rolling on a groundswell of support, according to a recent poll commissioned by the Wofford campaign. After trailing by a large margin in July, Wofford has narrowed the margin to single digits. Among those who said they will "definitely vote" in the election, the gap is even closer.

Wofford holds a wide lead when voters are asked which candidate will "do a better job on health care" and who will "fight for working families."

In one of three governorships up for grabs, Kentucky Lt. Gov. Brereton Jones (D), endorsed by the state AFL-CIO, faces Republican challenger Rep. Larry Hopkins, who has only a 26-percent right COPE voting record and is campaigning for a state right-to-work law that would lower Kentucky wage scales.

In Mississippi, Gov. Ray Mabus (D) will face challenger Kirk Fordice (R), a businessman. Mabus is labor-endorsed and has been named by Fortune magazine as one of the top 10 "education" governors in the nation. In addition to education, he has emphasized health care and the economy and his efforts to expand Medicaid eligibility that contributed to a lowering of the infant death rate.

The Mabus administration also created 61,000 new jobs, reduced unemployment and boosted the state's growth in per capita income to the 11th fastest in the nation for the 1987-90 period, up from a sluggish 33rd for the preceding four years.

In Louisiana, Gov. Buddy Roemer (R) was ousted from the race in an Oct. 19 primary, losing out to Democrat Edwards and Republican Duke.

Edwards, a former three-term governor of the state, has labor's endorsement for the Nov. 16 election. Edwards also was endorsed by the Baton Rouge Morning Advocate, which said Edwards "has the master politician's ability to pull people together. He is comfortable with labor and business, with black and white, with rich and poor. . . . We have never endorsed Edwin Edwards — until now. But the choice is clear."

Duke, a state legislator with a lackluster record, is being disavowed by the Republican party because of his longtime white supremacy activities. A former grand wizard of the Ku Klux Klan, Duke has drawn what has been attributed as a "protest" vote, which will likely disappear when voters must decide who can best lead the state forward for the next four years.

In Virginia, Democrat Kay Slaughter is running for the House seat vacated by her cousin, Republican French Slaughter Jr. She will face Republican George Allen, a member of the state legislature.

Slaughter is a lawyer and Charlottesville city council member. Endorsed by the Virginia AFL-CIO, she has vowed to work for affordable housing, improvements in education and health care, protection of the environment and an end to drug abuse.

Lillian M. Salcido

AFL-CIO Secretary-Treasurer Thomas R. Donahue and House Majority Leader Richard A. Gephardt (D-Mo.), at right, listen to a colonias resident explain the environmental hazards he lives with each day.

Tour exposes menace of maquiladoras

Matamoros, Mexico

A labor and congressional delegation on a weekend tour of U.S.-owned manufacturing facilities and their neighboring shanty towns on the Mexican side of the border found a squalid and depressing scene.

Workers at maquiladora plants are living in makeshift villages of cardboard and plywood shacks. Some have running water, but only from a communal garden hose on a singular tap. There are no sewers. Polluted streams and open toxic pits are nearby

Far from the American dream, Mexican workers are paid wages as low as 63 cents an hour by their American employers and exist in the only kind of community they can afford to raise their children in. Many are undernourished and sick with dysentery.

The delegation, including House Majority Leader Richard A. Gephardt (D-Mo.) and AFl-CIO Secretary-Treasurer Thomas R. Donahue, got a close look at the working and living conditions that Mexico's maquiladora workers encounter daily.

The excursion confirmed their earlier concerns that a U.S. free-trade agreement with Mexico must fully address labor, environmental and social issues.

While Gephardt rejected labor's argument against the fast-track approach to a trade agreement, he told the St. Louis Post-Dispatch he is convinced that some U.S. companies that have moved to Mexico are exploiting the country's poor people and ravaging the environment.

"Why should we let our corporations go there to exploit cheap labor and avoid our environmental laws?" he asked.

Gephardt told the St. Louis newspaper he plans to draft an agenda of specific criteria for U.S. trade negotiators to include in any agreement that comes back to Congress for approval.

In discussions with touring labor representatives, including Missouri AFL-CIO President Daniel J. McVey, Gephardt pledged to oppose any trade proposal that does not provide adequate protections for U.S. workers and the environment.

Even before the advent of the proposed free-trade pact, major American corporations — the likes of General Motors, Ford, Chrysler, DuPont, Zenith, General Electric and others — have transferred hundreds of thousands of U.S. jobs to the Mexican maquiladoras.

It's essential that all of the concerns affecting workers and the environment be resolved in the North American Free Trade Agreement (NAFTA), said AFL-CIO economist Mark A. Anderson. "The problems are still there and the situation has been disaster thus far," Anderson said.

"For us, the tour of the Matamoros maquiladora communities verified that disturbing situation," he said.

Armed with the findings from the Matamoros tour, Gephardt and four other House members challenged the Bush administration to make labor issues an integral element of NAFTA negotiations.

Focusing on worker health and safety, child labor violations and labor relations, the congressmen stresed in a letter to U.S. Trade Representative Carla Hills that the issues "be addressed directly by any trade measures."

They pointed out that many members of Congress would not support a NAFTA accord "without the strengthening of standards and enforcement of these crucial matters."

Joining Gephardt in the pressing the administration to uphold its pledged commitment on trade negotiations were Democratic Reps. Sander M. Levin (Mich.), Jim Moody (Wis.), Donald J. Pease (Ohio) and Ron Wyden (Ore.).

They raised similar concerns on worker rights and U.S. worker displacement for the continuing Uruguay Round of talks on the Generalized Agreement on Tariffs and Trade.

Boston hotel pact reached

Hotel and Restaurant Employees Local 26 reached an agreement on a new five-year contract covering more than 2,000 workers in nine Boston hotels.

The agreement, reached two months before the Nov. 30 expiration of the old contract, was approved by the union negotiating committee by a vote of 30-6. Member ratification is pending.

Local 26 President Domenic Bozzoto hailed as innovative a provision that links bonus payments to hotel occupancy rates. The union agreed to help as the industry suffers through the current economic slump, with the promise of sharing in an economic upturn as the occupancy rate moves up from the current 68 percent.

Wages will be frozen for the first year of the new agreement, with employees receiving first-year lump sum bonuses of $250 if they have three or more years of service, or $100 if they have at least one year of service.

Hourly wage increases of 25 cents are payable in the second through fifth years of the pact, which will expire Nov. 30, 1996. The current average hourly wage is $8.50, according to the union.

The agreement also calls for a restructuring of the health care plan, with management agreeing to pay 20 cents per employee hour, retroactive to Aug. 1. Subsequent increases each August will be 15 cents, 8 cents, 10 cents and 10 cents. The employer contribution previously was a flat 93 cents per day, regardless of hours worked.

The employers also agreed to increase contributions from 5 to 7 cents an hour for the workers' housing assistance fund, an innovated program negotiated three years ago after an amendment to the Taft-Hartley Act permitted jointly administered trust funds to provide housing assistance.

The fund provides money for apartment rental security deposits, down payments and closing costs. According to the union, the fund has made payments to more than 200 Local 26 workers in the past year.

Pension reform bills a mixed bag for labor

By James B. Parks

Although organized labor supports some of the pension reform provisions now winding their way through Capitol Hill, it strongly opposes certain key changes.

AFL-CIO support is mixed for the pension reform bills currently being considered, said Meredith Miller, assistant director of the federation's Employee Benefits Department. The federation backs provisions in the various bills on pension rollovers, changes to public employee pension funds that lift one set of limits on distributions and on exempting multiemployer plans from full funding limits, she said.

The liberalization of rollovers is welcome, Miller said, but the federation objects to proposals that prohibit the rollover of after-tax employee contributions and limit public sector participation.

On the other hand, the AFL-CIO opposes provisions that change the definition of leased employees, repeal the death benefit tax exclusion, repeal the unrealized appreciation of employer securities exclusion and repeal multiemployer 10-year vesting, she said.

The bills being considered are S. 1364, introduced by Sens. David Pryor (D-Ark.) and Lloyd Bentsen (D-Texas); H.R. 2730, sponsored by Rep. Dan Rostenkowski (D-Ill.), which incorporates many of the Bush administration's POWER proposals; H.R. 2742, from Rep. Ben Cardin (D-Md.); and H.R. 2641, from Rep. Rod Chandler (R-Wash.).

Proposed changes in the test to determine who is a "leased employee" for pension purposes is a major labor concern. The change would be "a wider opening of the door for employers to move people further outside the labor laws," said Tim Scully, a legislative representative for the Teamsters.

Under current law, leased employees such as janitors and security guards must receive the same benefits as a company's regular employees if the job was "historically performed" by a permanent employee. The bills would change the test to whether or not the company receiving the service "controls" the employee.

This change, Scully said, would give employers an attractive economic incentive to switch permanent workers to leased status and to avoid tax liabilities and pension and health benefits. It also would make it difficult to organize those workers, he said.

Another major concern is the vesting issue. AFL-CIO Vice President Robert A. Georgine told a House Ways and Means subcommittee that there is no need to require multiemployer plans to switch from 10-year vesting to five years.

Employees who work for several companies already can get vested, which is what the change was designed to do, Georgine said. Multiemployer plans are required by law to combine workers' periods of service with different contributing employers for vesting purposes.

Georgine heads the AFL-CIO's Building and Construction Trades Department and chairs the National Coordinating Committee for Multiemployer Plans, a group representing about 240 pension and welfare plans.

The AFL-CIO opposes provisions that change the definition of leased employees, repeal the death benefit tax exclusion, repeal the unrealized appreciation of employer securities exclusion and repeal multiemployer 10-year vesting.

Many multiemployer plan trustees have provided five- and seven-year vesting, Miller told the Senate Finance Committee. "Those that have not based their decision on the needs of the participants and the plan itself. Some plans cannot afford to switch. . . because of either the demographics of their membership, the financial condition of the industry or the skyrocketing health care costs that are crowding out dollars for other benefits," she said.

The federation also opposes efforts to repeal the $5,000 death benefit exclusion from taxes. This proposal would not simplify the pension rules, Georgine said. "It is clearly a short-sighted attempt to find additional revenue. . . . It is outrageous to tax these extremely modest death benefits of bereaved survivors of deceased workers to fund simplification provisions."

Dropping the special tax treatment of net unrealized appreciation of employer securities would raise serious problems for workers participating in employee stock ownership plans, Miller said. This exclusion is a major incentive for workers to invest in company stock.

"This provision may have a deleterious effect on workers if they are forced to liquidate part of their portfolio in order to pay for the tax at a time when market conditions are unsound," she said.

"This also makes the cashout of employer securities for retirement income less stable and predictable."

The federation also is concerned, Miller said, about provisions that repeal income averaging for lump sum distributions, modify simplified employee pensions and reduce the incentive to market 401(k) plans to lower-paid workers.

The AFL-CIO's Public Employee Department, at its biennial convention, also denounced efforts by state governments to unilaterally "raid pension funds by diverting contributions or withdrawing 'surplus' assets."

The PED plans to ask the AFL-CIO convention next month to support its effort to prevent power grabs such as the mostly unsuccessful one in California, where Republican Gov. Pete Wilson tried to use funds from the state pension fund to erase a projected deficit.

At least 18 jurisdictions this year alone have tried to use public employee pension funds to deal with fiscal problems, PED reported.

UAW-Deere contract features wage increases, job security

UAW members overwhelmingly approved a new three-year agreement with Deere and Co. that provides a wage increase, cost-of-living protection and 100 percent job security.

The contract, which covers 12,400 active and 1,400 laid-off workers in six states, was approved by an 87.5 percent margin. The UAW announced that the agreement would be a pattern for the industry.

"The new agreement establishes a solid, workable 1991 pattern for meeting the needs of UAW members in the farm, construction and heavy equipment industry," said UAW Secretary-Treasurer Bill Casstevens.

"It achieves new levels of progress by strengthening job and income security, providing economic gains, substantially improving pensions and retirement opportunities and improving health care protections for active and retired UAW members," he said.

The new agreement includes an upfront 3 percent wage increase, plus lump-sum payments in November 1992 and November 1993 equal to 3 percent of the qualified workers' earnings over the previous year.

The agreement also meets a key union goal of protecting 100 percent of current active Deere workers against layoffs for virtually any reason, including market-related declines, for six years. The job protection program creates incentives for Deere to grow and return laid-off employees to work.

Deere workers also are guaranteed income protection if the company schedules any of the up to eight weeks of temporary inventory adjustment shutdowns allowed in a year.

Laid-off workers also will receive an additional 26 weeks of benefits under the Supplemental Unemployment Benefits program.

Profit-sharing trigger

A new formula will trigger profit-sharing payments on a "first-dollar" of earnings basis. At least an 11 percent return on earnings had been previously required.

The contract also increases the basic retirement pension benefit and the "30-and-out" benefits. There were no cuts in health benefits.

Casstevens, who heads the UAW's Agricultural Implements Department, praised Deere and the members of the UAW-Deere national negotiating committee for the "constructive tone" of the bargaining.

Meanwhile, negotiations are continuing between the UAW and Caterpillar over a contract that would cover 16,000 workers in four states. The company, which took out newspaper ads rejecting a pattern agreement, has proposed major cutbacks in wages and benefits.

"This looks like a difficult struggle to get an agreement with Caterpillar," said UAW spokesman Karl Mantyla. The company has proposed eliminating all cost-of-living increases until inflation rises above 4 percent a year. The UAW said this proposal would have cost each worker $6,000 under the 1988-91 contract.

The UAW has rebuffed the company's proposed wage freeze for 3,700 grade 1 and 2 workers in manufacturing facilities with only 3 percent to 4 percent increases for others.

Caterpillar also has demanded that workers pay out-of-pocket for health care, but the amount would not be the same for all workers. Most active workers would pay 1 percent of their annual salary for family coverage, 0.8 percent for two-person coverage and 0.4 percent for an individual.

Caterpillar also wants to establish its own health care network union approval, the UAW said, and reduce reimbursements for care outside that network by 30 percent.

The company also has proposed gutting the central agreement by leaving provisions in key sections to local negotiations. The sections include provisions for seniority, job bidding and transfer, layoff and recall, job classifications, representation, health and safety, vacation and vacation scheduling.

This proposal would subject the Caterpillar locals to "whipsawing tactics," the UAW said.

Dayton strike settled

In other negotiations, members of UAW Local 696 in Dayton, Ohio, voted to end a three-day strike and accept an agreement negotiated with two General Motors Corp. brake plants.

The two Delco Chassis division plants supply other GM plants with brakes, bearings and suspensions. The union ratified a three-year contract last year, but had disagreed with the company over how the pact should be applied.

TCU comes aboard with new three-year Amtrak agreement

The Transportation Communications Union reached a new three-year agreement with Amtrak, the nation's passenger rail system, covering 6,000 clerical and reservations workers.

The settlement, ratified by 81 percent of voting TCU members in a mail ballot, provides for a 15 percent wage increase over the contract term, plus a $2,000 lump-sum payment and cost-of-living increases to take effect in July 1995. The contract can be amended beginning January 1995.

In a letter to union members, TCU President Robert A. Scardelletti and top officers pointed out that concessions sought by Amtrak were beaten back.

"Three years ago, bargaining began with Amtrak demanding pay cuts, the right to assign TCU work to others, sick pay to begin only after five days, reduced health care, lower pay for vacations and sick leave, ability to abolish positions without regard to seniority and other insults," they wrote.

The agreement maintains health and welfare coverage, existing seniority and sick-pay provisions, and provides for family and parental leave, pay differentials, and tax-deferred spending accounts for health and child care.

The agreement calls for the limited establishment of part-time positions —up to 10 percent of the non-reservation office work force, with restrictions by region and job category — with job protections maintained for full-time workers.

The Sheet Metal Workers are voting on a similar agreement with the Amtrak system covering 600 shop craft workers.

UNION NEWS

IBEW delegates celebrate century of trade unionism

By Colleen M. O'Neill
St. Louis

The Electrical Workers, meeting in the city where the union was born 100 years ago, celebrated the "union of hearts and minds" in its 34th convention.

Delegates approved a measure to raise the current $6 national per capita by $1 effective Jan. 1, and by $1 effective Jan. 1, 1994, and re-elected, by acclamation, President John J. Barry, Secretary Jack F. Moore and Treasurer Thomas Van Arsdale.

"The IBEW offered the illumination of hope and dignity and justice" 100 years ago when its 10 founders gathered above Stolley's Dance Hall, Barry said in his keynote address, promising that the union would continue its work to rebuild America and reclaim the nation's manufacturing capacity.

Barry also urged the delegates to continue to step up organizing efforts, renew the push for national health care reform and seek support for family care provisions.

In addition to Barry, Moore and Van Arsdale, IBEW Vice Presidents Ken J. Woods, Paul A. Loughran, Donald J. Funk, Paul J. Witte, James P. Conway, Orville A. Tate Jr., Jon F. Walters, S.R. McCann, Edward P. McEntee, Ray Edwards and Carl Lansden all were returned to office, with H. Wade Gurley taking over the 5th District slot.

Executive Council Chairman Clyde Bowden won re-election, with Richard D. Acton, Robert Missey, Thomas J. Sweeney and James R. McAvoy all returning to the council. Joining them will be Joseph A. McCafferty of the 1st District, Frank J. Carroll Jr. of the 2nd, Lance Blackstock of the 4th and Allan Head of the 6th.

Delegates celebrated the union's 100th anniversary with a parade through downtown St. Louis and a party on the grounds of the Gateway Arch.

The 11th District local unions also hosted a country and western show during convention week.

AFL-CIO President Lane Kirkland called for passage of S. 55, the Workplace Fairness Bill, asking, "If our national leaders really believe in freedom, why don't they help us to fight for the freedom to join trade unions and to engage in collective action without getting fired for it?"

"We say it's time to take our government back and once again to permit real people to have a say in how our society is run," he said.

Delegates also heard from House Majority Leader Rep. Richard A. Gephardt (D-Mo.); Rep. William Clay (D-Mo.); Rep. Marcy Kaptur (D-Ohio); Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department; and Sen. Thomas Harkin (D-Iowa), a candidate for the 1992 presidential nomination.

Georgine questioned why the government would support labor unions in Eastern Europe and try to destroy labor unions in the United States. "When we really put our minds to it, when we mobilize our forces, we can make a difference," he said.

Delegates passed resolutions calling for national health care reform, passage of the Workplace Fairness bill and a denial of most-favored-nation trade status to China unless conditions are met.

The convention also agreed to explore possible mergers with the Utility Workers Union of America and with the International Union of Elevator Constructors and to create a minority affairs department. Delegates opposed reaffiliation with the Canadian Labour Congress and agreed to change from a four-year to five-year convention schedule.

Tom Estrin/Affiliated Graphics

Leading the centennial parade are IBEW President John J. Barry, St. Louis mayor Vincent C. Schoemehl Jr., AFL-CIO Secretary-Treasurer Thomas R. Donahue, retired IBEW President Charles Pillard and IBEW Secretary Jack F. Moore.

Carpenters elect Lucassen, map rebuilding strategy for future

By Muriel H. Cooper
Atlantic City, N.J.

Delegates to the Carpenters 36th convention agreed to hold the line on costs and forgo a per capita increase, but voted to convene again within the next two years in a special convention that will be charged with rewriting the union's constitution.

Delegates also elected Sigurd Lucassen to his first full five-year term as president. Lucassen, who replaced Patrick Campbell in 1989, outpolled Secretary John S. "Whitey" Rogers, 1,378 to 878. Another candidate, Jeff Brunker, received 23 votes.

The vote came after a week of hearty campaigning that featured political rallies, passionate campaign speeches and partisan banners throughout the convention.

Dean Sooter was elected first vice president over the incumbent Second Vice President Jack McMillan, 1,398 to 865. Paschal McGuinness was elected second vice president with 1,319 votes to 935 for Jim Davis.

Jim Patterson was elected to succeed Rogers as secretary, drawing 1,492 votes to Tom Hanahan's 731. Jim Bledsoe was elected treasurer with 1,252 votes to 757 for the incumbent Wayne Pierce. Willie Sheperson placed third in the treasurer's race with 242 votes.

Delegates also elected a new general executive board. Eight of the 10 district seats were contested.

"We have to look to our future and profit from our mistakes," Lucassen told the delegates, referring to the convention's theme "A Tradition of Strength, A Vision For The Future." "Let's pick ourselves up to make this organization better because we all have the same goal."

Union members also share the same problems, Lucassen said, pointing to an unemployment rate that is the highest among construction industry workers and an average age of death that is eight years earlier than other Americans.

"We don't need to talk about jobs for our members," he said. "We need to find jobs for our members. . . . We need to organize. We don't need to talk about what's wrong with our government. We need to change it. Beginning right here. Right now."

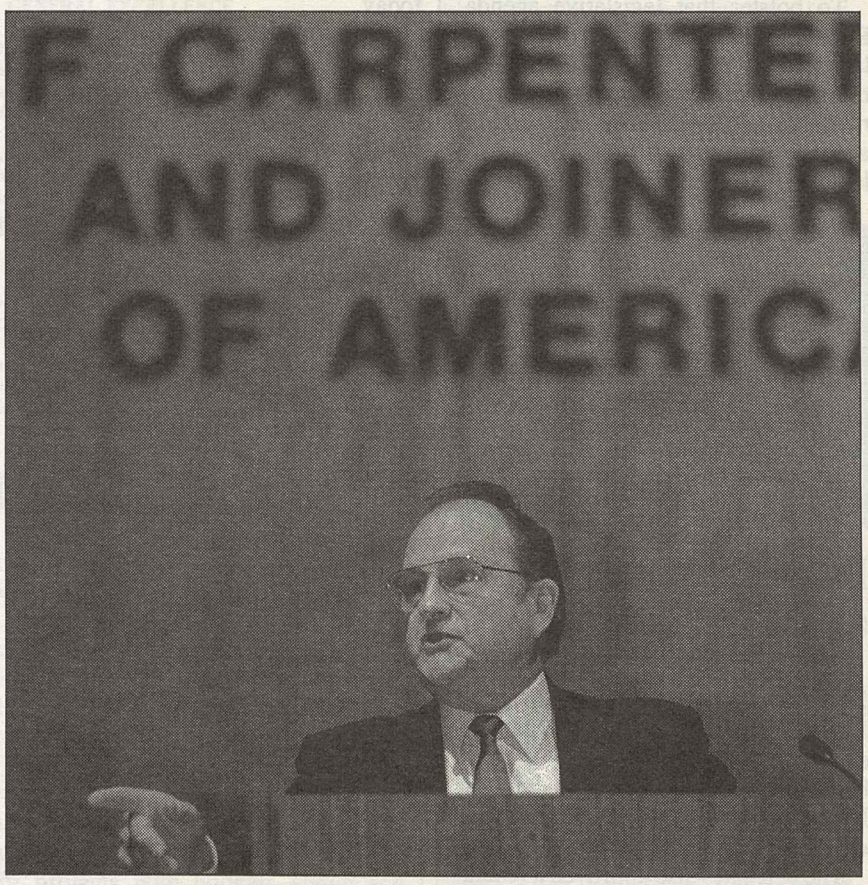
The delegates recommitted the union to increasing membership and job opportunities through such programs as the Special Programs Department, the International Apprenticeship and Training Contest and the national health and safety program.

"We're leading the fight against anti-union contractors," Lucassen said. "We're leading a battle against jobs that threaten a worker's health. We're leading the fight to rebuild America."

More than half of the delegates participated in a free, comprehensive medical screening co-sponsored by the union, the National Institute for Occupational Safety and Health, the Mount Sinai School of Medicine and Harvard University Medical School. The medical team performed chest X-rays, lab work, a pulmonary function test and a scan for lead buildup in bones, a problem that can lead to premature deaths.

AFL-CIO President Lane Kirkland praised the organization for being "in the forefront of the struggle" throughout U.S. history. Kirkland told the delegates that labor is playing a critical role in the new democratic order, citing the victory of House passage of H.R.5, the Workplace Fairness Bill, and the leading role taken by workers and their unions in the emerging democracies of Eastern Europe.

Other convention speakers included presidential candidate Sen. Thomas Harkin (D-Iowa); the Rev. Jesse Jackson; Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department; Howard Samuel, president of the Industrial Union Department; New Jersey AFL-CIO President Charles Marciante; Sen. Frank R. Lautenberg (D-N.J.); and Oregon AFL-CIO President Irving Fletcher.



Carpenters

Carpenters President Lucassen says union is leading fight "to rebuild America."

Raymond Crowell/Page One Photography

AFL-CIO Metal Trades Department President Paul J. Burnsky addresses the MTD quadrennial convention in Washington and calls for a "people's movement" to fight the financial power of large corporations.

Metal Trades calls for new industrial policy

Congressional action is needed to restore America's industrial base and equalize the rules of international trade in reversing the economic damage sustained under the Reagan and Bush administrations, the Metal Trades Department convention declared in a series of resolutions.

MTD President Paul J. Burnsky told the more than 100 delegates in his keynote address that the errant White House policies of the 1980s eroded thousands of craft and trade jobs in the shipbuilding industry, as well as in the manufacturing and mining sectors.

"Inequity, injustice, favoritism, greed and domination are intolerable whether here or in another country," Burnsky stressed. "The Reagan-Bush era has imposed a degree of each that we find unacceptable."

He underlined the need for legislation to reform health care, outlaw the permanent replacement of legally striking workers and erase conditions that entice U.S. companies to transfer operations and their workers' jobs out of the country.

To bolster that legislative agenda, Burnsky said the time has come for labor to generate a "people power" movement directed against "the immense financial power of corporations and the elected officials who are in league with them."

Burnsky said the impetus for the movement was launched at Solidarity Day '91. "It is up to us to continue that momentum over the course of the next year to focus that people power into our unique political system."

AFL-CIO Secretary-Treasurer Thomas R. Donahue told delegates he could describe the Reagan-Bush economic program in two words: "It stinks."

Five straight years of declining real wages and rising unemployment have spread economic pain across the middle class as well as those on the lowest rungs of society, Donahue said.

Although "a lot of the blame belongs squarely on the administrations of Ronald Reagan and George Bush," Donahue said the economy began to sputter more than 20 years ago and "government simply refused to do its job."

He cited failures to plan for public education and job training, civilian research and development and management of foreign trade and investment as problems which are haunting the nation today.

Resolutions adopted at the two-day convention call for Congress to impose penalties on the purchase of foreign-built ships equivalent to the subsidy provided by foreign governments; establish programs to assist the more than 800,000 workers who are losing defense jobs to make the transition into the private sector; and strengthen "Buy American" provisions to compel the Department of Defense and other government agencies to meet those standards.

Delegates urged Congress and the courts to uphold the Jones Act, which mandates the use of U.S.-built vessels to carry cargo and passengers between American ports. They also called for the imposition of duties on maintenance and repairs performed on U.S.-flag vessels done by foreign shipyards.

The convention voiced strong opposition to White House plans to buy 25 foreign-built vessels for use in America's Ready Reserve Fleet, urging Congress to prohibit the purchase during peacetime.

In other action, delegates re-elected Burnsky and 10 incumbent vice presidents to new four-year terms.

Convention speakers included Reps. Joseph Gaydos (D-Pa.) and Helen Delich Bentley (R-Md.); John Stocker, president of the Shipbuilders Council of America; Admiral Frank B. Kelso, chief of U.S. naval operations; Bernard DeLury, director of the Federal Mediation and Conciliation Service, and Gerard Scannell, head of the Occupational Safety and Health Administration.

Workers win respect, jobs after 3 years

Continued from Page 1

$200,000, was paid to 483 workers who were employed as of Jan. 1, 1991. The agreement also specified that, contrary to previous company policy, workers would be compensated for machine down time.

The S. Lichtenberg workers, 90 percent of whom are black women, paid a heavy price for their victory, ACTWU President Jack Sheinkman noted.

"Unfortunately, they had to go through years of harassment which denied them their lawful rights," Sheinkman said. "Workers like those at S. Lichtenberg are the real freedom fighters in our country. As our union has learned through struggles at J.P. Stevens, Farah, and now Lichtenberg, workers' rights in this country are too often denied."

The workers voted to join ACTWU in April 1988 in an effort to overcome management practices that included raises and promotions based on favoritism, a lack of sick leave, racial discrimination and exorbitant health insurance costs.

While the company stonewalled at the bargaining table, the workers took their case into the legal arena. In March, an administrative law judge for the NLRB found the company guilty of unfair labor charges, ordering job reinstatement and back pay for the workers.

"This was the largest unfair labor practice award in Georgia history and only the first ruling on literally hundreds of charges filed by the union against S. Lichtenberg for its continued illegal conduct," said ACTWU Vice President Bruce Raynor, southern regional director.

Also in March, the Office of Federal Contract Compliance Programs found S. Lichtenberg, a government contractor, violated prohibitions against discrimination in employment by federal contractors.

To counter the company's attacks, ACTWU formed the Citizens Commission on Justice, a group comprising national civil and women rights leaders that included the Rev. Jesse Jackson and Dr. Benjamin Hooks of the NAACP. The company's customers, K Mart and J.C. Penney, also were targeted by the workers as potential supporters.

"This was a battle for respect," said Joe Miller, a worker at the plant in Waynesboro. "We've won the respect we deserve. Now, all we have to do is use it."

Meanwhile, ACTWU members at Big Yank in Mississippi agreed to restructure their contract in order to save more than 1,000 jobs. Big Yank, an apparel company, announced cost-cutting programs in September that would have forced the closing of its plant in Water Valley on Nov. 1. The other plants in Hattiesburg and West Point were expected to follow suit.

The old contract was only a year old when company and union officials agreed to reopen it, ACTWU Mississippi Director Frank Brooks said.

The contract, which went into effect Oct. 14, was ratified by 98 percent of those voting. Under the new contract, workers will receive a 10 percent to 20 percent increase in wages over three years and a 10-hour four-day workweek, the union said.

The company also is getting a boost from a state loan.

Inbrief

Kansas expands board, approves agency fees

Topeka, Kan.

Delegates to the 13th Kansas AFL-CIO convention voted to expand its executive board from 17 to 18 members, electing Walt Barnhart from the Kansas Association of Public Employees, AFT, to the new seat.

The delegates also approved a resolution charging a service fee for non-unionized employees benefiting from union contracts and supported national health care reform, workplace fairness legislation, community involvement and expanded unemployment benefits.

Joe Velasquez, director of the AFL-CIO Community Services Department, urged the delegates to continue pressing Congress on the issue of unemployment benefits.

Other speakers included Rep. Dan Glickman (D-Kan.).

Vermont lambastes 'right to work' moves

Rutland, Vt.

Delegates to the Vermont AFL-CIO convention blasted the perennial attempts to impose a "right-to-work" law on the state, urged reform of the state pension system for municipal employees and voiced support for apprenticeship training.

The 200 delegates also re-elected President Ralph Crippen to a third term and Secretary-Treasurer Florence Stancliffe to a second term. Newly elected to the executive board were: Mark Santelli, UAW Local 137; Ronald Alman, Ladies' Garment Workers Local 341; Nancy Lawson, Steelworkers Local 5518; Donna Goodrich, Graphic Communications Local 745; Evie Hawkins, Paperworkers Local 345; James Crowe, Machinists Local 829; Richard Kolakoski, UPIU Local 1594; and Lindol Atkins, AFSCME Local 1343.

Delivering the keynote address, Steelworkers President Lynn Williams described how labor's challenges have mounted since President Reagan was elected. Not only has the Bush administration been insensitive to workers' issues, he said, but the two bodies of Congress remember unions only during elections.

Workshops were held on workers' right to know about occupational hazards, the Americans with Disabilities Act and the state workers' compensation law.

Delaware AFL-CIO urges political involvement

Rehoboth Beach, Del.

The Delaware AFL-CIO annual convention called for stronger political participation and encouraged its members to continue to buy American.

Indicating the need for labor to "elect our friends and defeat our enemies," the delegates recommended that the state federation encourage union members to increase their political involvement at all levels of government.

"The election of pro-labor candidates is vital if we are to survive in these difficult times," said Delaware AFL-CIO President Edward Peterson, who was re-elected to his third term.

Secretary-Treasurer Gary Hilderbrand was re-elected to his third term and H. James Lynch was elected vice president. Lynch currently is regional office director for Food and Commercial Workers Local 27.

Labor presses case for OSHA reform measure

Continued from Page 1

nouncement, North Carolina had been among 23 states and two territories that had been granted permission by OSHA to run their own plans and assume responsibility for job safety and health if certain conditions are met.

"This confirms our petition that the North Carolina plan is not up to the job of protecting the health and safety of the state's workers," Seminario said. "We've been saying for years that stricter oversight of state programs is needed. We hope this action is a sign that OSHA will scrutinize state plans anew."

The Labor Department also announced the establishment of a toll-free, 24-hour telephone hot line — 1-800-321-OSHA — for people to report emergency threats to worker safety.

In addition to pushing for the withdrawal of the North Carolina plan, the AFL-CIO has been working toward overall OSHA reform through passage of the Comprehensive Occupational Safety and Health Reform Act (S. 1622 and H.R. 3160), introduced Aug. 1.

The legislation would give workers a voice in their own safety and health through the establishment of workplace committees in plants with more than 10 employees. It would strengthen OSHA standard-setting and enforcement, extend OSHA coverage to federal, state and local government employees and provide for victims' rights.

Federal employee unions rallied in front of the Labor Department Oct. 21 in support of the measure, noting that exemption of federal agencies from the original 1971 legislation has left workers exposed to hazardous conditions.

"Some members (of Congress), like the public, think all federal workers do is work at desk jobs," said James E. Sommerhauser, president of the Professional and Technical Engineers. "But we have people working around radiation, asbestos and every other dangerous position you can think of."

Scannell told a meeting of the Occupational Safety and Health State Plan Association he expected enactment of reform legislation would occur in 1992.

"OSHA reform is a reality," he said, and he urged state plan representatives to let Congress know their thoughts on the legislation.

Florida AFT unit backed by court

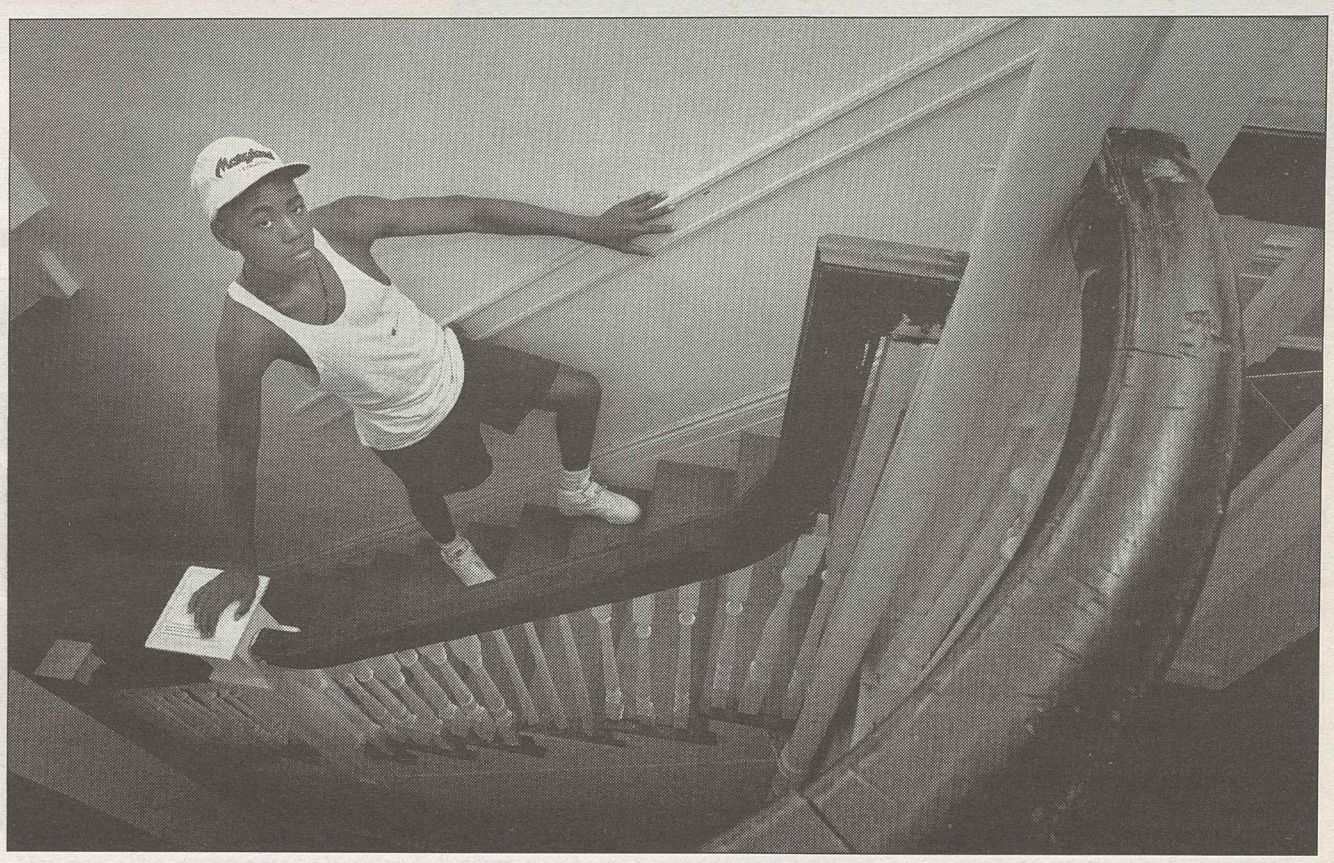
Teachers in Hillsborough County, Florida, won a round against censorship when a district appeals court ordered the school superintendent and the board of education to stop interfering with union materials posted on bulletin boards.

The court upheld a lower ruling that the school board committed an unfair labor practice by discriminating between teachers supporting the AFT and those belonging to the rival Hillsborough Classroom Teachers Association.

The board had ordered AFT-H literature removed from bulletin boards in faculty lounges.

The school board was ordered to post an order declaring it will abide by the law and to pay attorney's fees and court costs.

The bills amount to nearly $35,000, the AFT support group said.



This award-winning photograph by Earl Dotter appeared in the Teachers' American Educator.

ILCA honors profile of AIDS workers

Zita Allen won this year's Max Steinbock award for her series on public service workers who care for victims of AIDS — acquired immune deficiency syndrome. The article appeared in "Public Employee Press," a publication of AFSCME District Council 37.

The award was among the winners announced by the International Labor Communications Association in its 1991 ILCA journalism contest for union publications.

A panel of six judges reviewed 1,215 entries from 169 publications in determining the winners in several categories. The awards will be presented during the ILCA convention in Detroit, Nov. 6-10.

Allen conducted a series of interviews with AFSCME members, observing that the service workers showed great sensitivity to their patients under trying circumstances.

"Besides family members, loved ones and friends, those most directly affected by the pain and suffering of people with AIDS are the working men and women who provide health care, home care, housing and a host of services," Allen wrote.

The judges found that Allen's work exemplified the "humanistic spirit" of labor journalism. The award honors the late Max Steinbock, longtime Retail, Wholesale and Department Store Union editor and former ILCA president.

Judges for the Steinbock award and general excellence category were Elizabeth Walpole, editor of BNA's Employee Relations Weekly; David Perlman, retired associate editor, AFL-CIO News; and writer and lecturer Joseph Foote. Judging the special performance and non-periodical and special publications categories were Mary Lord, assistant managing editor, U.S. News and World Report; Roger Sheldon, retired editor of The Carpenter; and Jerry Borstel, retired managing editor of the IUE News.

The 1991 winners are:

GENERAL EXCELLENCE

International and national union publications — On Campus, Teachers (newspapers of less than 100,000 circulation); IUE News, Electronic Workers (newspapers of 100,000 to 249,000 circulation); The Machinist, IAM (250,000 or more circulation).

Air Line Pilot, ALPA (magazines of less than 100,000 circulation); United Mine Workers Journal, UMWA (magazines of 100,000-249,000 circulation); Public Employee, AFSCME (magazines of 250,000 or more circulation).

CWA Sector News, Communications Workers (newsletters).

State AFL-CIO publications — Indiana AFL-CIO News (fewer than 13 weeks per year); California AFL-CIO News (more than 12 issues per year).

Local union publications — Engineers News, Operating Engineers Local 3, San Francisco; Up Front with 1360, Food and Commercial Workers Local 1360, Berlin, N.J.; Raw Facts, UAW Local 898, Ypsilanti, Mich.; Working People, UAW Local 2031, Adrian, Mich.; Summit City Mailbag, Letter Carriers Branch 116, Wayne, Ind.

Regional publications — Public Employee Press, AFSCME District Council 37, New York City; MFT Federation Paper, Massachusetts Teachers, Boston.

Best original cartoon — The Public Sector, by Distin, AFSCME Local 1000, Albany, N.Y.; Colorado Labor Advocate, by John McColloch, Denver.

Best original photo — Utility Reporter, by Russ Rylee, Electrical Workers Local 1245, Walnut Creek, Calif.; American Educator, by Earl Dotter, Teachers.

Best editorial or column — United Teacher, by Helen Bernstein, Los Angeles; MFT Federation Paper, by Peggy Carlin, Massachusetts AFT.

Best feature story — Engineer News, by Steve Moler, IUOE Local 3, San Francisco; Public Employee, by Fred J. Solowey, AFSCME.

Best series — Newsline 1999, UAW Oklahoma City, Okla.; Public Employee Press, AFSCME District Council 37, New York City.

Unique performance — The Public Sector, AFSCME Local 1000, Albany, N.Y.; Public Employee Press AFSCME, New York City.

Best use of graphics — UFCW Local 27 Reporter, Baltimore; Healthwire, Teachers; 1199 News, Drug, Hospital and Health Care Employees, New York; Postal Record, Letter Carriers.

Newsletters — Union Leader, UFCW Local 400, Landover, Md.; PED Forum, AFL-CIO Public Employee Department; Faculty Focus, Teachers, Smithtown, N.Y.

Best front page (newspapers) — United Teacher, Los Angeles; IUE News, Electronic Workers.

Best cover (magazines) — Newsline 1999, UAW Oklahoma City, Okla.; The Laborer, Laborers.

NON-PERIODICAL AND SPECIAL PUBLICATIONS

Editorial excellence — SUNY's Future, AFT Local 2190, Albany, N.Y.; When the Paycheck Stops, AFL-CIO Department of Community Services.

Best use of graphics — On the Cutting Edge, United Teachers, Los Angeles; TCU — Handling Grievances, Transportation Communications Union.

Labor film, broadcast entries merit raves

Entries in the 1991 film and broadcast competition, sponsored by the International Labor Communications Association, demonstrated outstanding quality in both writing and technical development, contest judges said.

In reviewing the 118 film and broadcast entries, the judges assessed whether the entry not only created a message, but whether that message captured the emotion and "heart of the labor movement." Judges also looked at whether the choice of medium — radio ad, video or other program — was the most appropriate for the message being presented.

The overall quality of the entries was termed "truly amazing" and judges noted that the "scholarship, the creativity and the depth of feeling were breath-taking." Union officers, on camera in many of the productions, had "done their homework, (and) come across as comfortable with the medium, knowledgeable, forthright, often even polished," judges added.

The six award categories were broadcast or cable television programs; spots and promos; all other film or video productions; radio spots; radio programs; and film strips and slide shows.

In making the awards, judges made category distinctions between union-produced programs and those produced with outside paid professional help, and for projects with budgets above and below $5,000.

The judges for the 1991 contest were Walt Davis, former editor of the Food and Commercial Workers publication, Action, and Patricia Aufderheide, communications professor at American University.

The top winners were:

- "First Tuesday," by Connecticut Federation of Teachers. Broadcast or cable television programs, union produced, budget $5,000 or less per show.
- "CSEA: Through the Years," by California State Employees Association, Service Employees. Spots/Promos, produced with outside paid professional help, budget $5,000 or more.
- "Building Our Future," by Civil Service Employees Association, AFSCME Local 1000, Albany, N.Y. All other film or video productions, union produced, budget $5,000 or less.
- "Environment," by United Steelworkers of America. All other film or video productions, union produced, budget more than $5,000.
- "Puget Sound Strike Rock Video," by Food and Commercial Workers Local 1105, Seattle. All other film or video productions, produced with outside paid professional help, budget $5,000 or less.
- "Out of Darkness," by United Mine Workers of America. All other film or video productions, produced with outside paid professional help, budget more than $5,000.
- "CWA/Sprint Employee Network," by Communications Workers. Radio spots, produced by union members/staff.
- "Unanswered Questions," by CSEA, AFSCME Local 1000, Albany, N.Y. Radio spots, produced with outside paid professional help.
- "Heartland Labor Forum: Sexual Harassment on the Job," by the Institute for Labor Studies, Government Employees Local 1336, Lee's Summit, Mo. Radio programs, produced by union members/staff.
- "The Best of Our Knowledge," by United University Professions, New York State United Teachers, AFT. Radio programs, produced with outside paid professional help.

ECONOMY

Inflationary burst puts new bite in recession

By John R. Oravec

The cost of living jumped in September, triggered by sharp hikes in energy and shelter costs, cutting deeper into the buying power of workers.

Overall, the consumer price index for urban wage earners (CPI-W) advanced 0.4 percent. The Bureau of Labor Statistics said the rise was the steepest in eight months and put the inflation rate at 3.1 percent above September 1990. The consumer price index for all urban consumers (CPI-U) also rose 0.4 percent from August and was 3.4 percent above the year-ago month.

Over that 12-month span, real weekly earnings — wage gains adjusted for higher living costs — were down 0.6 percent for the average worker, despite a meager 0.1-percent pickup over the month, the BLS reported.

But in the longer term, the setback in real weekly pay is far deeper, AFL-CIO economist Anne Draper pointed out. Since September 1979, the buying power of workers has declined 10.9 percent, Draper said.

With the approach of the colder months, heating oil prices rose 1.5 percent in September while natural gas and electric rates advanced 0.9 percent. Heating oil prices were down 14.5 percent over the year while gas and electric rates were up 2.8 percent.

Gas pump prices rose 0.6 percent over the month, but still were 10.9 percent below a year ago.

Tuitions and other education expenses rose 0.7 percent over the month and were up 8.6 percent over the year. Medical care increases slowed to 0.6 percent last month, although the rise was 8.3 percent over the year.

BLS said clothing prices declined 0.5 percent in September after posting sharp increases in July and August. Over the year, clothing prices rose 3.2 percent.

Based on the rise in living costs between the third quarter of 1990 and 1991, some 40 million Social Security beneficiaries will get a 3.7-percent raise in benefits starting next January, the Department of Health and Human Services announced. That is the smallest cost-of-living adjustment in five years.

For the retired worker, the adjustment means the average monthly benefit will rise by $22 to $629. For a retired couple on Social Security, the average benefit will increase by $38 to $1,067.

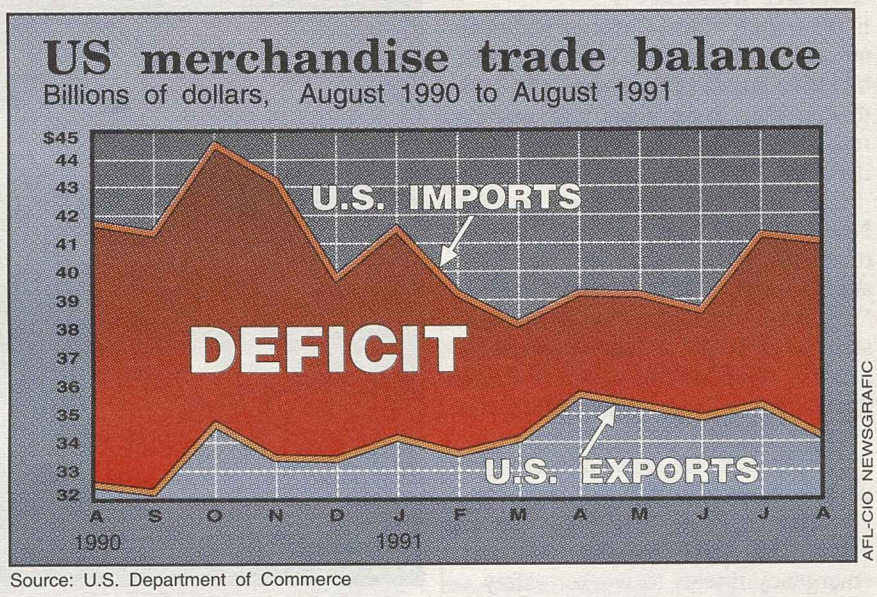
The same 3.7-percent increase also will apply to nearly 10 million beneficiaries of other federal programs, HHS said.

In other economic statistics:

- Housing starts tumbled 2.2 percent in September to a seasonally adjusted annual rate of 1.03 million units, the Commerce Department reported. While the decline was the first since March, the pace of new construction of houses and apartments has been below par. For the first nine months of the year, housing starts were 19.4 percent below the comparable period of 1990.

The decline came despite a drop in fixed rate 30-year conventional mortgages from 9.15 percent at the start of September, to 8.82 percent at the end of the month, according to the Federal Home Loan Mortgage Corp.

- Lagging residential, commercial and industrial construction throughout the lingering Bush recession has taken its toll on building trades jobs. The unemployment rate in the construction industry increased from 15.1 percent to 15.7 percent in September, according to BLS. Over the past 12 months, the bureau said the number of jobless construction workers rose from 751,000 to 956,000.
- Industrial production edged up a disappointing 0.1 percent in September after holding flat in August, the Federal Reserve Board reported. The index made modest gains between March and July, but is still lagging below the pre-recession level.



Source: U.S. Department of Commerce

Trade deficit up 13 percent; biggest rise since January

America's foreign trade deficit widened by more than 13 percent in August to $6.8 billion, the worst shortfall since January, the Commerce Department reported.

The continuing imbalance in labor-intensive manufactured goods accounted for more than 90 percent of the deficit. Before seasonal adjustment, $32.9 billion worth of factory goods were imported, compared with exports of $25.8 billion, for a deficit of $7.1 billion. The entire merchandise trade deficit in August before adjustment was $7.7 billion.

For the first eight months of the year, the deficit in manufactured goods was $39.5 billion, nearly matching the overall foreign trade shortfall of $39.9 billion.

Following seasonal adjustment, the Commerce Department said exports plunged $1.1 billion to $35.2 billion, while imports eased by $0.3 billion to $41.2 billion. The adjusted deficit for the January-August period totaled $42.7 billion, well below the first eight months of 1990 when the overall trade deficit hit $66.9 billion.

The largest country-to-country deficit continued with Japan at $3.7 billion, followed by China at $1.3 billion, Taiwan at $900 million and Canada at $700 million. The United States posted a surplus of $700 million in trade for the month with Western Europe.

Imports of crude oil and petroleum products amounted to $4.6 billion in August. The volume of oil imports rose by 23 million barrels over the month to 206 million with an average price of $16.79 per barrel. The average price rose 71 cents a barrel from July.

U.S. industrial sectors hardest hit by the August deficit in manufactured goods included autos, clothing, footwear and telecommunications equipment. The sector deficits will take a toll in better-paying factory jobs in those industries, labor economists point out.

The shortfall in new autos and trucks amounted to nearly $4 billion, with imports of $4.4 billion and exports of just $0.5 billion.

The best U.S. trading performance in the industrial sector remained with airplane and airplane parts manufacturers as exports amounted to $2.5 billion while imports came to about $0.7 billion.

'Peace dividend' seen filling public investment needs

With the need for public investment greater than ever, the Bush administration and Congress have placed America at risk by failing to make hard budgetary choices, labor leaders and economists said.

Speaking before an Economic Policy Institute conference on public investment in Washington, AFSCME President Gerald W. McEntee said "you have to wonder whether the president and Congress aren't working together with business and the far right to turn back the clock" to the days of the Great Depression.

"The White House and the Congress look the other way as banks close, bridges collapse, water mains burst and state after state and city after city scrape the bottom of the barrel," he said. "When our free market economy has succeeded it has been because our government has succeeded. And it's faltering now because government is faltering."

An EPI briefing paper prepared for the conference pinpoints an "investment gap" of from $60 to $125 billion annually in human resources, physical capital and non-defense research.

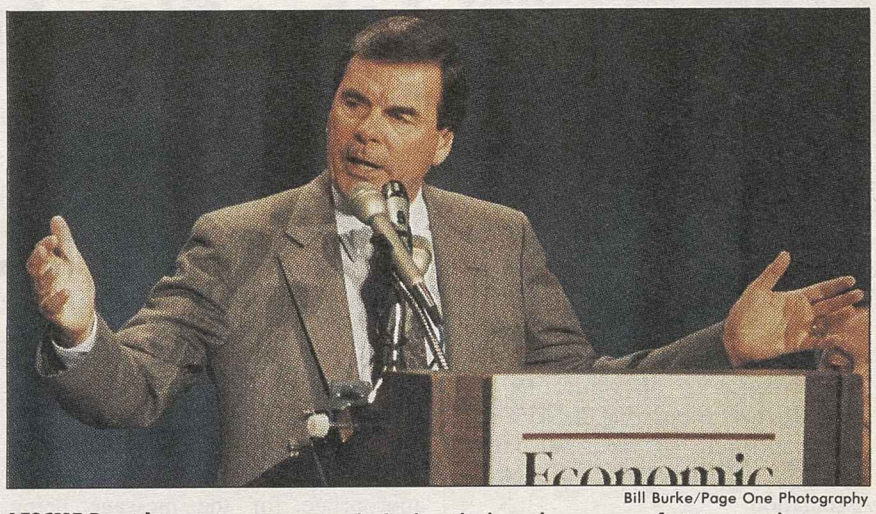
Decreased spending in the human resources area, which includes education and training and children's programs, has led to a less prepared and less flexible workforce, EPI said. The United States ranks 14th out of 16 industrialized countries in expenditures for grades K-12. Federal investments in training and employment were cut 60 percent between 1977 and 1982 and are projected to fall to their lowest level ever by 1996, the EPI found.

In the area of physical capital — transportation, infrastructure, water and sewage treatment, etc. — federal spending has dropped steadily since 1981, EPI said, reaching a projected all time low of under 0.7 percent of GNP in 1996. A spending increase of $55 billion a year is needed to keep America's physical structure from collapsing, the EPI said.

In a competitive global economy, research and development of new technologies is critical. But U.S. spending in this area is 30 to 35 percent less than its major competitors, Japan and Germany. To catch up, the United States needs to spend another $10.8 to $13.5 billion annually, the EPI said.

EPI urged Congress and the White House to scrap their budget agreement, which delays major changes until 1993, and to "renegotiate a budget which permits the reordering of priorities" as U.S. defense needs have declined.

Failure to do so is, "in effect, a decision to dramatically reduce American competitiveness and living standards in the 1990s," EPI said.



Bill Burke/Page One Photography

AFSCME President McEntee assails federal abandonment of cities and states.

Newsmakers

Mine Workers President **Richard L. Trumka** and **Ande Abbott,** director of the Boilermakers' Shipbuilding and Marine Division, have joined the Maritime Trades Department Executive Board. Trumka replaces retired UMW Secretary-Treasurer **John J. Banovic,** while Abbott takes the spot of Boilermakers' President **Charles W. Jones.**

Robert T. Buffenbarger, 40, has been elected as a vice president of the Machinists, effective Dec. 1. He currently serves as executive assistant to IAM President **George J. Kourpias** and as a co-chair of the IAM Nonpartisan Political League. He has been a union member since 1970.

Two AFL-CIO assistant department directors have been inducted into the National Academy of Social Insurance. **Meredith Miller** of the Employee Benefits Department and **Markley Roberts** of the Economic Research Department join 344 other members of the academy, a non-profit, non-partisan organization devoted to furthering knowledge and understanding of Social Security, health care financing and related public and private programs.

AWARDS

AFL-CIO President **Lane Kirkland** presented the Fund for an OPEN Society's Distinguished Service Award to **Morris Milgram** Sept. 26 during a reception at AFL-CIO headquarters in Washington. Kirkland lauded Milgram's "ideas and innovations (that) opened the door to integrated housing for thousands of American families."

The Carpenters and the Electrical Workers were honored by the Federal Mediation and Conciliation Service during their recent conventions. **Paul Stuckenschneider,** FMCS assistant director, presented Carpenters' President **Sigurd Lucassen** with the Director's Award for Excellence in Collective Bargaining Oct. 7 in Atlantic City, N.J. In the citation, FMCS Director **Bernard DeLury** said the union had been a "consistent pathfinder in the development of responsible collective bargaining." DeLury presented the same award to IBEW President **John J. Barry** Oct. 8 in St. Louis, citing the unique leadership role of the union in maintaining and advancing the standard of skills in the electrical and electronic trades required by rapid advances in technology.

Jack Otero, president of the Labor Council for Latin American Advancement and vice president of the Transportation Communications Union, recently was given the National Urban Coalition's 1991 Distinguished Labor Leadership Award at a dinner in Houston. The group noted Otero's efforts at keeping urban issues at the forefront of the nation's policy agenda.

Six Marine Engineers Beneficial Association/National Maritime Union members were honored by Secretary of Transportation **Samuel Skinner** for their efforts at rescuing a carrier crew in the South China Sea two years ago. Second Mate **John Codispoti,** Third Mates **Michael Hainen** and **Stephen Sellers,** Gemini master **Norman Smith** and seamen **Victor Honigsfeld** and **Jeffrey Amendolia** were awarded service medals; Hainen, swept overboard while trying to rescue one of the 18 survivors, also received the Distinguished Service Medal, the merchant marine's highest honor.

Gus Tyler, assistant president of the Ladies' Garment Workers, and **Dr. Alice Kessler-Harris,** professor of history and director of women's studies at Rutgers University, will receive the 1991 John Commerford Labor Education Award from the New York Labor History Association Dec. 6.

Labor and United Way efforts have resulted in the awarding of the "Model City in Community Service" sign to the Buffalo, N.Y., metropolitan area. The sign, in recognition of work in improving the well-being of area residents, was placed on the wall of the Greater Buffalo International Airport. **George L. Wessel** is president of the Buffalo AFL-CIO Council.

DEATHS

Everett M. Kassalow, an adjunct professor at the George Meany Center for Labor Studies-Antioch College Degree Program, died Oct. 16 in Northern Virginia of complications from a stroke. He was 73.

Kassalow, who previously served as research director for the Rubber Workers and the AFL-CIO Industrial Union Department, also was a visiting professor at the University of the District of Columbia Labor Studies Center and was a consultant for the International Labour Organization.

He was born in New York City, graduated from the City College of New York and received his master's degree from The American University in Washington. He was professor of economics and industrial relations at the University of Wisconsin and Carnegie Mellon University; had worked as a senior labor specialist for the U.S. Library of Congress; served as an economist with the U.S. Department of Labor; worked as labor archivist at the National Archives; and had served as national president of the Industrial Relations Research Association.

He was survived by his wife, Sylvia Dicker Kassalow; one daughter, Lynn Kassalow Prosten of Washington; two sons, Gerald of Annandale, Va., and Laurent of Livingston, N.J.; and six grandchildren.

George K. Daitsman, 66, education director for the Allied Industrial Workers since 1972, died of heart failure Oct. 12 at his home in Milwaukee.

Daitsman graduated from City College of New York and received a master's degree from Columbia University. He became local union editor and education director while he worked as an assembler at a General Motors plant in Linden, N.J.

He also taught labor education at Ohio State University, taught and directed the former Teamsters Institute in Miami and served as education director for the Brewery Workers Union. He had recently been elected president of the Wisconsin Labor History Society.

Surviving are his wife, Rose; two sons, Billy of Chicago and Andy of Milwaukee; one daughter, Judi, of New York City; one brother, Frank, of Brooklyn, N.Y.; and two grandchildren.

Miller Photography

U.S. merchant mariners were memorialized for their efforts over the past 200 years with an 8-foot statue created by sculptor Marisol Escobar. AFL-CIO President Lane Kirkland addressed a crowd of more than 1,000 dignitaries at the dedication ceremonies in New York.

Resources

Civilian workers laid off as a result of U.S. military base closings and realignments can now use a computerized job referral service called the **Defense Outplacement Referral System** set up by the Defense Department and the Office of Personnel Management. Military and civilian personnel, as well as their spouses, can call 1-900-990-9200 to request an application. The cost is 40 cents a minute. The applications also are available at local Family Support Centers for military personnel and at local personnel offices for civilians.

The **President's Committee on Employment of People with Disabilities** is soliciting proposals for concurrent sessions that reflect its 1992 conference theme, "The Best of ADA." Approximately 40 concurrent sessions will be selected for presentation, each lasting about an hour and a half. The deadline for submission of proposals is Friday, Nov. 8. To obtain an application form, contact the President's Committee on Employment of People with Disabilities, 1331 F Street N.W., Washington, D.C.

PUBLICATIONS

How to Do Leaflets, Newsletters and Newspapers has been updated, expanded and rewritten by UAW's Nancy Bingham to help anyone produce a publication on any budget. It also has information on computers, color use, legal rights, photography, graphs and artwork, the media, fact-finding and mailing rates. The book is available in bookstores or by mail for $14.95. To order send check or money order to PEP Publishers, P.O. Box 24888, Detroit, Mich. 48224.

The following issue papers are available in the AFL-CIO Pamphlets Division, 815 16th Street N.W., Washington, D.C 20006.

Government and Economic Development describes how state governments have tried to use gimmicks rather than depending upon a solid development approach. Order No. 52.

Workers' Rights: EC 92 describes the new social charter being developed for the European Community to go with the removal of trade and other barriers among 12 European countries. Order No. 54.

Trade Adjustment Assistance: Time for Action, Not False Promises desribes how Trade Adjustment Assistance needs to be revised to provide real help to workers displaced by trade and by the North American Free Trade Agreement. Order No. 53.

European Worker Benefits describes how American workers lag behind European workers, not only in wages, but in benefits as well. Order No. 55.

VIDEO

We Do The Work, a national public television series on workplace issues, will feature Solidarity Day II during October. The show will take an in-depth look at the people in the crowd and the concerns that brought them from across the nation. The show airs in late October on Oregon's KOPB; in San Francisco on KQED; in Washington, D.C. on WETA; on Nebraska's KUON; in New York City on WNET; and in Denver on KBDI.

HIT helps finance model apartment project

The AFL-CIO's Housing Investment Trust has joined with the Federal National Mortgage Association (Fannie Mae) in a $50 million financing plan that could provide affordable rental housing to 2,000 low- and moderate-income families.

Under the initiative, developers using all-union labor will secure construction loans from Fannie Mae-approved lenders to build and rehabilitate low- and moderate-income apartments.

Once the construction is completed and certain criteria are met, Fannie Mae will purchase the mortgages. HIT agrees to purchase a Fannie Mae security backed by the mortgage at a rate determined before construction. Should the developer default on the loan, Fannie Mae, not HIT, would absorb the loss.

The first project under the initiative is the renovation of Detroit's 104-unit Historic New Center Apartments. The loan and corresponding security for this model project totaled $2 million.

"While this project marks the completion of the multifamily rehabilitation in the neighborhood, it also marks the beginning of a new partnership that will assist communities nationwide," said Floyd Hyde, HIT's chief executive officer.

"The Historic New Center rehabilitation exemplifies just the type of project we are looking for in our new partnership with Fannie Mae," Hyde said. "It strengthens a neighborhood, creates union jobs and brings good investment returns to our investors."

For more information, call HIT at 202/331-8055.

Unions bargain changes in workers' comp

By Candice Johnson

Unions and employers are looking to the collective bargaining process to bring about some needed changes in state workers' compensation programs.

In Boston, for example, the Carpenters are working with Massachusetts contractors and builders groups to study the feasibility of a self-insured program and the use of collective bargaining procedures to establish a list of independent medical examiners to resolve medical disputes in occupational injury cases. Those proposals would require changes in Massachusetts law.

The effort reflects the level of unhappiness nationally among unions and unionized employers with existing workers' compensation programs, said James Ellenberger, AFL-CIO compensation specialist.

Because premiums are calculated on the basis of total payroll in every state except Washington, union employers — especially in construction — are at a competitive disadvantage, Ellenberger said.

Since union labor provides safer and more productive work, basing premiums on hours worked or hours of exposure — as occurs in Washington state — is a more accurate measure of risk, Ellenberger said. It also eliminates an unfair advantage exploited by low-wage, non-union contractors.

The Boston provisions are part of a package of model contract language developed by the UBC Health and Safety Fund, established by Carpenters President Sigurd Lucassen, to initiate reform within the workers' compensation system.

The task force considers self-insurance to be "one of the best means within most current workers' compensation systems to resolve inequities" because such plans emphasize prevention programs, said Edward Gorman, executive director of the fund.

The Boston Council of Carpenters reached agreement with the state Associated General Contractors, the Building Trades Employers' Association of Boston and Eastern Massachusetts and Construction Industries of Massachusetts.

Group self-insurance plans, in which large companies do not have to "buy" insurance, often offer significant advantages over commercial workers' comp insurance.

As a result of work done by the late Harry Van Arsdale Jr., Electrical Workers Local 3 in New York City has had a self-insurance plan with employers in the electrical industry since 1967.

Workers' comp benefits provided by the Electrical Employers Self-Insurance Safety Plan exceed those set by state statute by at least one-third, while costs to employers using the plan have been reduced.

Another concern now being addressed at the collective bargaining table is the availability of work for an injured person who has just returned to the job and needs a period of "light duty," Ellenberger noted.

Some unions, including the IBEW, Machinists and the Teamsters, outline wages to be paid to workers returning from a disability leave.

Unions also have negotiated agreements that require employers to supplement workers' comp benefits — replacing a higher percentage of workers' pre-injury earnings.

In negotiations with the Professional and Technical Engineers, Teamsters, Fire Fighters and IBEW, the city of Seattle has agreed to pay the difference between compensation levels and the pre-injury wage for the first five missed workdays, and the difference between the benefit level and 80 percent of the pre-injury wage for another 255 days.

The Flight Attendants have bargained benefit levels tied to the federal or state program that provides the higher benefits.

Some states are encouraging parties to address the issue of choice of physician at the bargaining table. Currently, about half the states give either the employer or the employer's insurer the right to choose the treating physician.

"This can lead to ill feelings on the part of workers and fear that the physician is acting in the interest of the insurer or the employer," Ellenberger said.

The Labor Management Discussion Group on Workers' Compensation, a newly formed effort, is stressing that workers' compensation coverage remain mandatory, with neither employers nor workers allowed to "opt out" of the program.

The group, comprising 16 labor, business and insurer organizations, recommended other improvements for state programs, including prompt payment of benefits, informal dispute resolution, establishment of a panel of independent medical experts and the creation of a labor-management advisory council to review each state's system.

Unionists help Oakland relief

Oakland

Union volunteers are assisting families whose homes were destroyed in the raging wildfire that engulfed the hills overlooking this California city.

Authorities are picking through the hazardous area and "many people still don't know if their homes have been destroyed or not," said Beth Curley, AFL-CIO community services liaison.

The fire destroyed more than 2,000 homes and some 400 apartments. The number of fatalities had reached 29 by week's end and six persons still were missing.

On the front lines battling the blaze were members of Fire Fighters Local 55 while the Oakland police, members of the affiliated Police Associations, manned the barricades. Workers from AFSCME Councils 57 and 10 and Service Employees Local 790 also assisted.

Union volunteers continued escorting families to areas where their homes once stood.

Among those who lost their homes is Kathleen Kinnick, women's director for the California AFL-CIO and Vice President of the Office and Professional Employees, Curley said.

Persons who wish to help in the relief efforts should contact Beth Curley at 800/879-1870 ext. 236, or call their local American Red Cross Disaster Center.

VOLUME 36, NUMBER 23
OCTOBER 28, 1991

AFL-CIO NEWS

INSIDE

1 ***Long ACTWU struggle wins back pay, pact***

After a three-year fight, Clothing and Textile Workers at a Georgia drapery maker won a first contract, plus $1 million in back pay for workers who were illegally fired.

2 ***Workers hang tough at Ravenswood plant***

A community remains divided and union families are still suffering one year after 1,700 Steelworkers were locked out and "permanently replaced" by Ravenswood Aluminum Corp.

5 ***Labor allies face tough election fights***

Pennsylvania voters will go to the polls in November to choose between Democratic Sen. Harris Wofford and Republican challenger Richard Thornburgh; three states have governors' races.

1 ***OSHA asserts authority in North Carolina plan***

The Occupational Safety and Health Administration will assert concurrent jurisdiction over North Carolina's health and safety plan following the tragic fire at a chicken processing plant.

2 ***Union best protection against sex harassment***

Millions of working women rely on their unions for help in stopping sexual harassment at the workplace, with contracts and grievance procedures helping workers keep their jobs and dignity.

10 ***Living standard falls with big CPI increase***

Workers' pocketbooks took a steep hit in September, with a 0.4 percent jump in the consumer price index marking the biggest rise in the cost of living in eight months.

UNION YES

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FOCUS

SOLIDARITY WORKS

The Executive Council report to the 1991 biennial convention finds that union gains are undercut by national policies that threaten jobs and the security of working families. The report is summarized on **Pages 5-8.**

AFL-CIO NEWS

VOLUME 36, NUMBER 24 NOVEMBER 11, 1991

Convention to address worker concerns

'Replacements' issue stokes labor's fire

By Muriel H. Cooper

The battle for workplace fairness, being waged around the country in plants where workers have been "permanently replaced," will take center stage on opening day at the AFL-CIO's 19th biennial convention in Detroit Nov. 11.

Delegates will survey the extent of the damage done by employers who exploit a loophole in labor law that allows them to "permanently replace" striking workers and will recommit the federation to the drive to pass S. 55, the Workplace Fairness Bill.

Among workers who are struggling to dramatize the unfairness of the practice are 136 members of Ladies' Garment Workers Local 187, who were "permanently replaced" five months ago by Rainfair Inc., a protective garment maker in Racine, Wis.

Two ILGWU members and one spouse have been on a hunger strike for nearly a month to call attention to the situation. Worker concerns over health benefits and job security caused the first strike at the plant in almost 60 years.

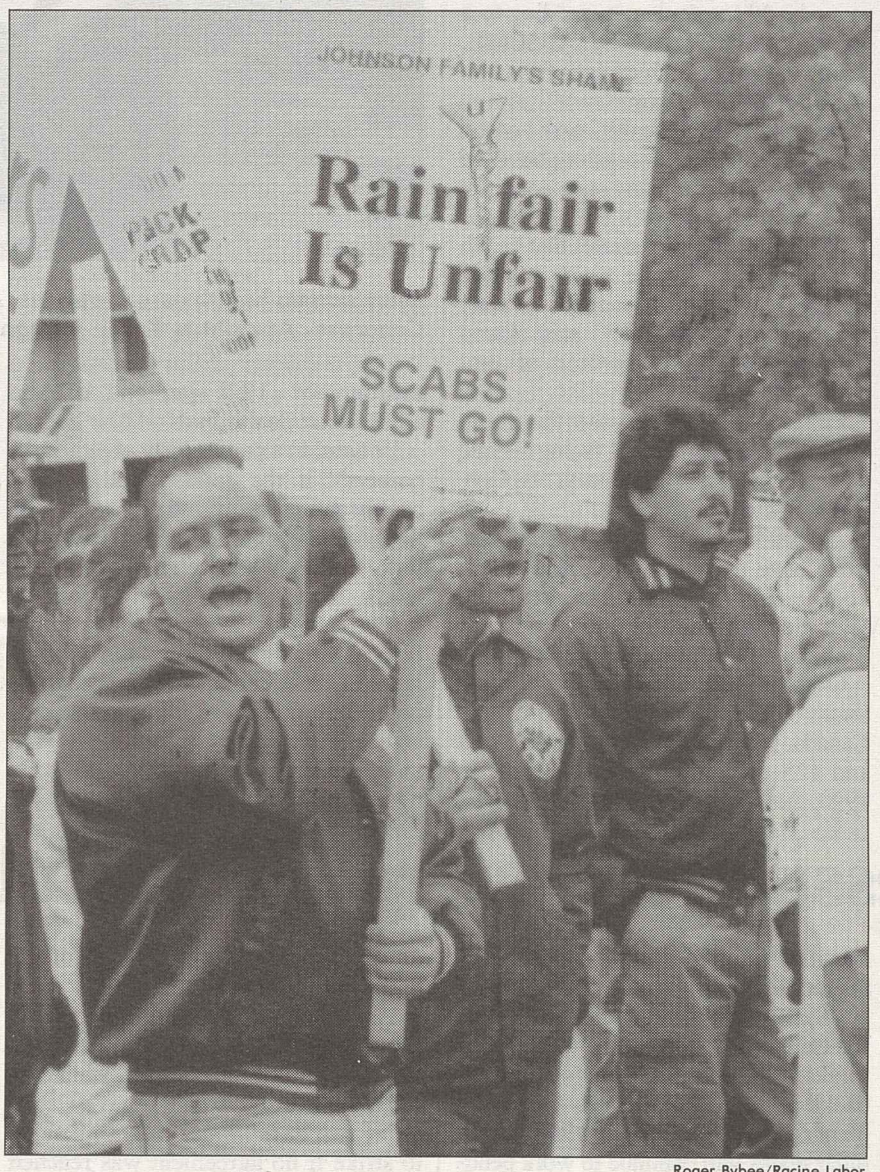
But the main issue in the labor dispute centers on the practice of hiring "permanent replacements" despite a national labor law that says it's illegal to fire strikers. The legal loophole was created by the Supreme Court's Mackay decision, which has been used extensively by employers since the start of the 1980s.

The AFL-CIO campaign for S. 55 follows on the heels of a successful grass-roots campaign to pass the companion House legislation, H.R. 5. That measure passed 247-182 in June, a margin enhanced by support from labor's allies among religious and community coalitions.

The federation has called on supporters to redouble their efforts to pass S. 55, which looms as a much tougher fight because of the Senate's filibuster rule. It will take 60 votes to invoke cloture (shut off debate) and put the bill before senators.

Workplace fairness is so vital to Rainfair employees Bernice Wilson and Norma Vela, along with her husband, Ramon, that they have demonstrated

Continued on Page 12



Roger Bybee/Racine Labor

Unionists rally in support of members of Ladies' Garment Workers Local 187, who were "permanently replaced" by Rainfair in Racine, Wis.

Candidates face tough questions during forum

By James B. Parks

The concerns of working Americans — ranging from striker replacement, health care and the economy to union organizing and workplace safety — will be aired at the AFL-CIO's 19th biennial convention Nov. 11-14.

These and other worker issues will be explored with major announced Democratic presidential candidates, who will participate in a forum on Tuesday, Nov. 12.

Expected to attend the forum are former California Gov. Edmund G. (Jerry) Brown, Arkansas Gov. William Clinton, Iowa Sen. Tom Harkin, Nebraska Sen. Robert Kerrey, former Massachusetts Sen. Paul Tsongas and Virginia Gov. L. Douglas Wilder.

A triumphant Democrat, Sen. Harris Wofford of Pennsylvania, also will attend the convention and address the delegates Wednesday morning. Wofford, whose campaign revolved around national health care reform and his vote against "fast-track" authority for the proposed trade pact with Mexico, demonstrated the power of labor issues when he overcame a 44-point deficit in public opinion polls to beat former Bush Attorney General Richard Thornburgh in a special Senate race. **See story, Page 11.**

A videotape from the presidential candidates' forum will be sent, along with a transcript, to all affiliated unions and state and local central bodies for use in membership and COPE meetings. As in previous years, unions will use their own procedures to sample membership preference and decide which, if any, candidate to support.

Continued on Page 10

After two-year political battle, civil rights victory near

Organized labor praised passage of the Civil Rights Act of 1991 as a step in the right direction for equal opportunity and for adding new protections for federal workers.

The bill marks "progress in clarifying the nation's civil rights laws after Supreme Court rulings narrowed the rights of victims of discrimination," AFL-CIO President Lane Kirkland declared after the Senate passed the bill Oct. 30.

"We will be pleased when this lengthy political battle is over and the focus is returned to advancing the rights of all Americans. House approval and a presidential signature will achieve this goal," Kirkland added.

The passage "marks a forward step in the ongoing process to guarantee equality to all people," said AFL-CIO Vice President Lenore Miller. "The struggle for equal rights and social justice has a long way to go and trade unions will continue to play a leadership role," said Miller, who is president of the Retail, Wholesale and Department Store Union and chair of the federation's civil rights committee.

The bill contains a provision long sought by the Government Employees that allows federal workers to collect compensatory damages for discrimination and sexual harassment.

"Federal workers, who are not permitted to seek punitive damages like workers in the private sector, must be afforded increased protections and penalties if we are to eliminate discrimination in the federal workplace," said AFGE President John N. Sturdivant.

After two years of bitter political debate and presidential vetoes, the Senate on Oct. 30 passed by 93-5 a bill that makes it easier for workers to win discrimination suits. The Senate passed a technical correction to the bill on Nov. 5 to exempt Wards Cove Packing in Washington, site of one of the original suits that prompted the Senate to pass the bill.

The Senate also voted to extend the bill's protections to its own 7,200 employees, along with political appointees in the executive branch, including the White House. Senators and the president must reimburse the Treasury within 60 days for any damages the government pays for their discriminatory practices.

The House passed the bill 381-38 on Nov. 7 as a substitute for a separate bill,

Continued on Page 4

Health care reform push gains momentum

Kirkland calls for full-scale reform

By Colleen M. O'Neill

The AFL-CIO's continued push for national health care reform is being met with heightened interest on Capitol Hill as the nation's attention turns toward the domestic agenda and more lawmakers put forth proposals.

In fact, a survey by two Harvard University researchers based on more than 50,000 interviews concluded that a broad consensus on the need for reform exists. However, Robert J. Blendon and Jennifer N. Edwards predicted that reform still is three to five years away.

Meanwhile, Sen. Majority Leader George J. Mitchell (D-Maine) and six Democratic governors — Roy Roemer of Colorado, Booth Gardner of Washington, Howard Dean of Vermont, John Waihee of Hawaii, Lawton Chiles of Florida and Michael Sullivan of Wyoming — announced agreement Oct. 29 on a set of health care reform principles and challenged President Bush to endorse their goals.

Their principles call for cost containment, universal access and elimination of administrative waste, and for a system that emphasizes wellness, prevention and primary care.

AFL-CIO President Lane Kirkland returned to Capitol Hill Oct. 31 to testify on legislative initiatives to the House Energy and Commerce subcommittee on health and the environment.

"Our health care problems are urgent — and they are being exacerbated by our delay in acting on them," Kirkland told panel members. "The AFL-CIO believes that Congress now has before it all of the essential elements for comprehensive health care reform legislation.

"Nothing short of full-scale reform will solve our problems," he said.

Subcommittee Chairman Rep. Henry A. Waxman (D-Calif.) agreed with Kirkland on the urgency of the situation.

"Every day we delay, more Americans go without needed care and the costs of services push insurance coverage beyond the means of more working people and their families," he said.

"Waiting will not make these problems easier or cheaper to solve."

Waxman also pointed out the Congressional Budget Office estimate that — without effective cost containment — health care spending will increase at a rate of 12 percent to 15 percent each year over the next five years.

State and local governments could save billions of dollars under a single-payer health care plan, according to a report issued Nov. 4 by AFSCME, Public Citizen and Physicians for a National Health Program.

Rapidly rising health care costs, along with the Bush recession, have led to huge deficits for many state and local governments.

"This report demonstrates that health care reform can play a major positive role in the financial condition of state and local governments," said Karen Ignagni, AFL-CIO director of employee benefits.

"Reform can help ease the fiscal crisis governments are facing — and we ought to pass legislation in this Congress," she said.

Approximately one-third of all Americans have no health insurance or are underinsured — one illness away from ruin. Health care programs account for 22 percent of domestic spending.

On a per capita basis, the United States spends 40 percent more than Canada, 90 percent more than Germany and 125 percent more than Japan. In 1990, that meant Americans spent $700 billion —or 12.2 percent of the GNP — on health care.

"I wouldn't particularly object to 12 percent" if the country had a good health care system and got value for their dollars, Kirkland said. "The problem is today what we're getting for it is a ruinous system."

A study by the health care consulting firm Milliman and Robertson Inc. released Oct. 28 concluded that approximately 24 percent of all hospital stays and 15 percent of office visits are unwarranted.

A team of doctors reviewed the medical charts of more than 2,500 patients under the age of 65 over a two-year period. An American Medical Association spokesman cautioned against that type of methodology, saying it could "lead to totally erroneous conclusions regarding what is appropriate care."

Responding from questioning by Waxman about paying for care for those currently uninsured, Kirkland assured him that union members "are prepared to bear their share of the costs — they're bearing them now, in an inequitable, unfair and ruinous way."

Ray Crowell/Page One Photography

Delay worsens health care problems, AFL-CIO President Lane Kirkland tells Congress. At right is Karen Ignagni, employee benefits director.

UAW puts pressure on Caterpillar with limited strike

Approximately 2,400 UAW workers went out on a limited strike against two Caterpillar Inc. facilities in an effort to prevent "massive takeaways" of their wages and health care benefits.

The strike by Local 751 in Decatur, Ill., and a unit of Local 974 in East Peoria, Ill., began at midnight Nov. 3. The strike "is an effort on the union's part to convince the management of Caterpillar that it must abandon its attempts at takeaways and return to traditional pattern bargaining, while limiting the economic and social impact of a shutdown on workers and on the communities in which Caterpillar facilities are located," said UAW Secretary-Treasurer Bill Casstevens.

The two sites are key assembly plants for Caterpillar's tractors, graders and trucks. Their closing could create a backlog of parts at other company plants. UAW workers at other Caterpillar plants will continue to work pending further decisions, said Casstevens, who heads UAW's Agricultural Implements Department.

"We are also requesting all UAW members who will continue working to produce the highest quality Caterpillar parts, components and equipment possible, and to maintain a goal of zero defects at each and every step of the operation," he said.

The UAW and Caterpillar opened contract negotiations Sept. 28 and agreed to extend the contract, which expired Sept. 30. The union gave Caterpillar five days' notice that it intended to strike if no agreement was reached before Nov. 3. The contract covers 16,000 active and 2,400 laid-off members of seven locals in four states.

The company has rejected the pattern agreement UAW signed with Deere and Co. and has proposed massive takeaways, said UAW spokesman Karl Mantyla. "This proposal doesn't come close to addressing the Deere pattern," he said.

Caterpillar has proposed pay raises for some manufacturing employees and only for the first year, Mantyla said, while the Deere agreement contains a 3 percent pay increase for all employees plus 3 percent lump-sum payments in 1992 and 1993.

Caterpillar also has demanded that workers begin paying part of their health care costs and is still calling for a provision that guts the central agreement by leaving key sections to local negotiations, a move the union strongly opposes.

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LEGISLATION

New UI bill shaped; jobless rate rises

By John R. Oravec

While Congress worked on new legislation to extend jobless benefits to the long-term unemployed — measures twice trashed by President Bush in the past three months — job losses continued to mount.

Losses in the manufacturing, construction and merchandizing sectors pushed the nation's unemployment rate to 6.8 percent in October as prospects dimmed for the economy to pull out of the Bush recession.

Unemployment rolls swelled by 140,000 to 8.6 million, according to the household survey conducted by the Bureau of Labor Statistics, while the jobless rate rose one-tenth of a point over the month to reach the 6.8 percent figure.

AFL-CIO President Lane Kirkland noted that of the 8.6 million jobless in October, 1.1 million had been unemployed for at least six months, nearly double the number of a year ago. They are the long-term jobless whose regular unemployment insurance coverage runs out after 26 weeks and who would benefit from the extension of UI compensation.

"The victims of this recession need help, not more vetoes of extended jobless benefits by an indifferent president," Kirkland said. "The economy can have no more direct stimulus than aid to the unemployed, who need and will spend every cent they can get their hands on in this crisis."

About 300,000 jobless workers have been exhausting their regular 26 weeks of benefits every month as the recession cut deeper into the nation's work force.

Current measures being drafted in Congress — in and out of the House Ways and Mean Committee — would provide up to 20 additional weeks of benefits for workers whose initial coverage expired. The extended coverage would reach back to March 1 for the long-term jobless.

Under the $5.7 billion proposal, workers in 32 states with lower jobless rates would get an additional seven weeks of benefits. Workers in states with higher rates would get 13 more weeks, and seven states with the highest rates would get 20 additional weeks.

The benefits would be based on the actual, or total unemployment rates (TUR) in the states, rather than insured unemployment rates (IUR) that run well below the actual rates.

The funding of the benefits extension has yet to be pinned down, but proposals include raising employer payroll taxes 0.2 percent for a short term, higher withholdings on income taxes and refunds from unpaid student loans.

The proposals also call for providing benefits to military service veterans with the same duration of coverage as civilian workers.

Workers in key sectors were hit hard by layoffs last month:

- In construction, the jobless rate surged from 15.7 percent to 16.2 percent with the loss of 29,000 more jobs.
- Manufacturing unemployment increased from 6.6 percent to 7 percent as payrolls shrank by 32,000.
- In retail and wholesale trade, payrolls dropped by 53,000 although the jobless rate remained stuck at 7.8 percent, the BLS data showed.

However, there was a pickup of about 100,000 jobs in the lower-paying services sector.

AFL-CIO chief economist Rudy Oswald noted that only 2.7 million workers — or one of three of the 8.6 million officially unemployed — were drawing benefits in October.

Overall, about 16 million were either unemployed or underemployed last month, Oswald pointed out. They include 1.1 million discouraged workers who dropped out of the labor force and 6.3 million others who were holding onto part-time jobs because they could not get full-time work.

Eight major states recorded jobless rates at or above the national average in October, BLS reported. They are California, 7.8 percent; Florida, 7.2 percent; Illinois, 7.7 percent; Massachusetts, 8.9 percent; Michigan, 8.8 percent; New Jersey, 6.8 percent; New York, 7.2 percent; and Texas, 7.9 percent. North Carolina, Ohio and Pennsylvania posted rates below the national mean.

The average workweek, a key indicator of the economy's performance, slipped 0.2 hours in October to 34.3 hours. At the same time, average weekly earnings fell 0.7 percent to $359.48, BLS reported.

Senate readies challenge on 'fast-track' deal

By Mike Hall

The Bush administration's refusal to include labor, environmental and food safety standards in its "fast track" trade talks with Mexico has revived a Senate effort to give lawmakers a greater say in any final agreement.

While Sen. Donald W. Riegle Jr. (D-Mich.) urged his colleagues to sign on as co-sponsors to a bill that would give Congress the power to amend any agreement in five areas critical to the AFL-CIO, there were these developments on the Mexican trade front:

- The Inter-American Regional Organization of Workers (ORIT), a branch of the International Confederation of Free Trade Unions that represents unions in 22 nations in the Western Hemisphere, backed the AFL-CIO's concerns about the pending trade deal.
- Sen. Phil Gramm (R-Texas), one of the Senate's most vocal backers of a U.S.-Mexico "free trade" agreement, warned a pro-business group that deal could be voted down if brought to the Congress while the U.S. economy is still sputtering.
- Zenith Corp. announced it would shut its plant in Springfield, Mo., and ship 1,200 jobs to Mexico when its contract with the Electrical Workers expires.

Under fast-track authority, any trade deal negotiated is submitted to Congress with only a "yes" or "no" vote possible. The treaty may not be amended, no matter how flawed certain provisions might be.

The Riegle resolution would allow amendments in the following areas:

- Monitoring and assurance of enforcement of environmental standards, including food safety standards.
- Monitoring and assurance of enforcement of fair labor standards, including those related to farm workers.
- Rule of origin (a standard that sets the amount or percentage of an item that must be manufactured in North America before it receives duty free treatment), including the transhipment of agricultural products.
- Dispute settlement procedures.
- Adjustment assistance for U.S. workers, firms and communities.

During the height of the fight over fast-track authority in May, the administration swayed many worried lawmakers by presenting an "action plan" it said would address their concerns about labor and environmental standards, including food safety.

But the so-called action plan offered only "vague promises" and "lacked any concrete commitment" on how those issues would be included in any trade talks, the AFL-CIO said.

"This cavalier response gave the impression that the administration would not take these concerns seriously," Riegle wrote to other senators. "The administration's actions in the early stages of negotiations have confirmed these impressions.

"It is no wonder that American workers in many industries fear Mexico's failure to enforce labor standards — to permit independent unions to bargain freely — will create an extra unfair incentive for businesses to Mexico by artificially suppressing Mexico's already very low wages," Riegle said.

Union representatives raised those issues at the ORIT conference on Integration, Development and Democracy in San Jose, Costa Rica, in early November. AFL-CIO Secretary-Treasurer Thomas R. Donahue argued that worker and environmental concerns are too important to be "shunted aside to false promise and studies and commissions that disappear into oblivion."

"Workers' rights and environmental protection should be given the same consideration in these (regional free trade) agreements that the interests of the multinational corporations and international capital are getting," Donahue said.

The ORIT report said, "Given the strongly conservative ideological context and the exclusion of trade unions, the initiative could constitute a significant step backwards for social policy and trade unions in the countries of Latin America and the Caribbean... worsening the level of unemployment and working conditions."

Gramm, the staunch backer of a Mexican agreement, told the Border Trade Alliance that a vote on any deal would be closer than the fast-track battle. A showdown during the recession "would be a prescription for disaster," he said. He suggested delaying the vote until the economy is "humming" or at least until after the 1992 elections.

The Zenith plant closure is the latest in its decadelong transfer of jobs to maquiladora plants in Mexico.

Capitol Digest

The House of Representatives this week will consider a compromise version of family and medical leave legislation, designed to draw a veto-proof majority.

The bill, sponsored by Reps. Timothy J. Penny (D-Minn.) and John J. LaFalce (D-N.Y.), reduces leave time but guarantees a worker's job and benefits during the leave. Under the bill, a worker could take up to 12 weeks unpaid leave for the birth or adoption of a child and up to six weeks for his or her own illness or that of a child, spouse or parent. The provisions would be phased in over a two-year period.

The Penny-LaFalce substitute "meets the test of good public policy — a workable and reasonable solution to the growing need in the workplace for an accommodation between job and family responsibilities," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members urging their support for the bill.

In other action on Capitol Hill:

ALASKAN OIL — The House extended the AFL-CIO-backed ban on the export of Alaskan oil for another five years as part of the reauthorization of the Export Administration Act. "Given our dependence on foreign oil, it makes little sense to sell our domestic reserves overseas," McGlotten said. The legislation is now awaiting Senate action.

GAG RULE — By a veto-proof 75-25 vote, the Senate followed the House and approved the conference report on the $205 billion labor, health and human services and education appropriations. Attached to the bill was a one-year suspension of the Bush administration's ban on federally funded abortion counseling. The AFL-CIO opposes the "gag rule" because "a patient whose visit to a physician is financed by the government should receive the same medical information and advice" as one whose visit is paid for by insurance or out of pocket.

HIGHWAY BILL — House and Senate conferees began ironing out differences in the highway and mass transit reauthorizations. The House passed a six-year, $151 billion package, while the Senate passed a five-year, $123 billion reauthorization. The House bill also contains stronger Davis-Bacon and Section 13c labor protections.

PENSIONS — About 40,000 retirees and surviving spouses lost their benefits before Congress passed the Employee Retirement Income Security Act (ERISA) in 1974. The AFL-CIO is backing a Senate bill that would provide these survivors with partial pension payments to correct "the longtime injustice for the surviving pension losers," McGlotten wrote the Senate. "It was the pension losers' plight, and in many cases, personal testimony before Congress that provided the impetus for the passage of ERISA. It would be ironic if these individuals should now be denied the small measure of justice provided by this legislation."

Workers seek voice in workplace safety

By Colleen M. O'Neill

Twenty years after the passage of the Occupational Safety and Health Act, the promise of a safe and healthful workplace for all American workers has not been fulfilled, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Senate Labor Committee Oct. 29.

As the committee opened hearings on S. 1622, legislation introduced by Chairman Edward M. Kennedy (D-Mass.) and Sen. Howard M. Metzenbaum (D-Ohio), lawmakers also heard workers describe how the failings of the system had put them at risk and how safety would be improved if workers were given a voice in workplace safety and health.

"As a nation, we continue to pay for the goods we consume with the health and lives of the workers who produce them," Kennedy concluded. "Now is the time for comprehensive OSHA reform, to fulfill the promise we made 20 years ago."

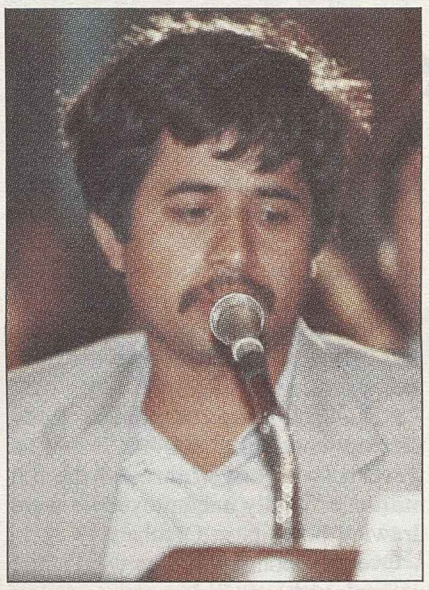
Workers are without adequate protection, Donahue testified, because of poor administration of the program, limited resources and lack of political commitment, coupled with limited OSHA enforcement authority and a small inspection force.

"We need a new approach at the workplace itself," Donahue said. "We need to expand the OSHA law to develop programs and initiatives to resolve safety and health problems before deaths, injuries and illnesses occur."

The reform proposal, including companion legislation in the House, would give workers a voice in such preventive action by establishing workplace committees in plants with more than 10 employees.

If such legislation were in place, one worker testified, he might still have a job.

"I lost my job at Bay State Smelting Company because I told the truth about unsafe conditions at work to an OSHA inspector, because I caught the company lying to workers about health and safety and because I spoke out about unsafe conditions," Gabriel Garcia told senators.



"If there had been a way for us to be more involved, (without) risking our jobs, we could have all told this inspector what was really going on."

—Gabriel Garcia

An OSHA inspector visited the plant in May 1991, Garcia said, after he had called the agency, but the inspector said he saw no violations. However, a supervisor had intruded on a conversation Garcia was having with the inspector, who subsequently spoke only to supervisors.

"If there had been a way for us to be more involved, in a way that we were not risking our jobs, we could have all told this inspector what was really going on," he said.

"We could have told him how, when we did certain jobs, the air became black with smoke and fumes and dust; how we were never given respirators or other protective equipment; how we had no lunchroom and had to eat in the bathroom — a bathroom that had no hot water to wash the toxic materials off of our hands; what a joke our 'training' program was; how sick we are all becoming from our work; how we work with certain machines that the boss told OSHA they don't use anymore.

"But every worker there would have been risking their job, and their ability to get another job, if they did that," Garcia said.

Ed McCormick knows the value of workplace safety committees. At the Monsanto Chemical plant in Sauget, Ill., where he is president of Chemical Workers Local 12, injuries have been cut from 216 per 1 million man-hours in 1981 to just 72 per 1 million man-hours in 1991.

It is the policy that "there should be no job done an employee thinks is unsafe," he said.

The union has stressed education of the employees instead of disciplinary measures; as a result, safety concerns have lessened at the Monsanto plant.

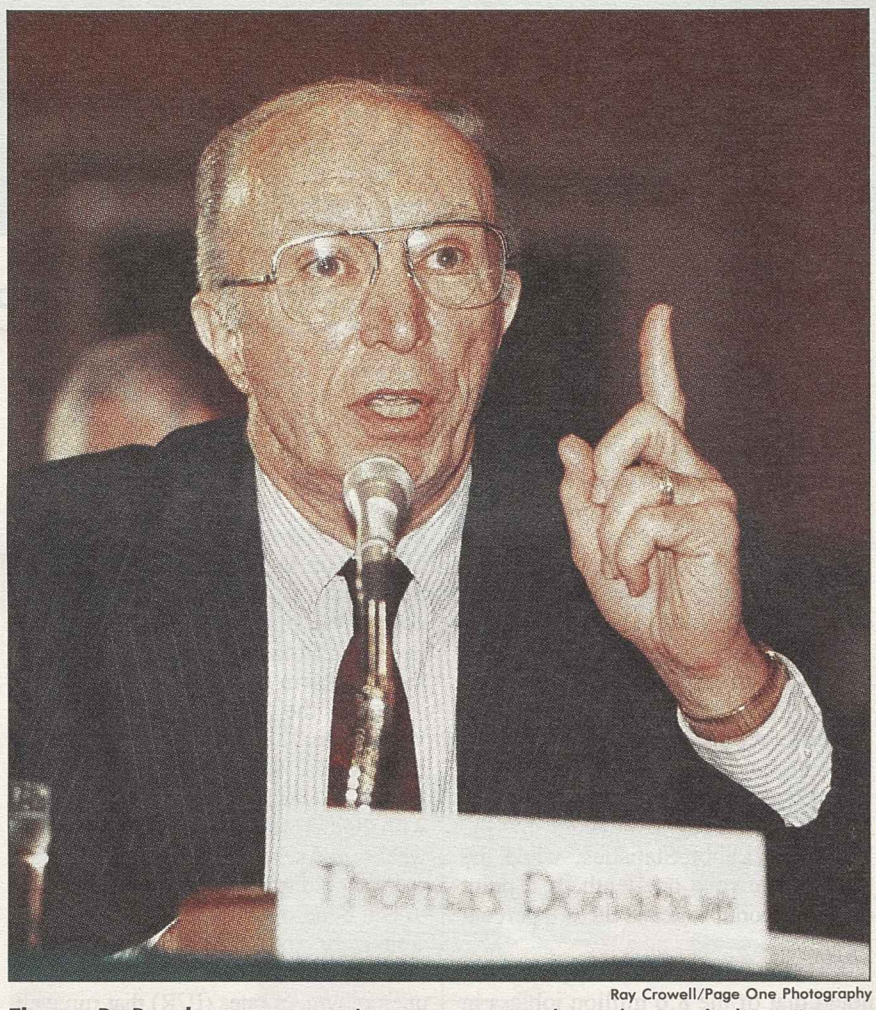
"We've dealt with some of the worst chemicals there are," McCormick said. "We need to be very careful. Getting active union people involved has made a difference."

The situation is much the same at the Teepak, Inc., plant in Atlanta. Quality inspector Wanda Hatcher and plant manager Clarence Estepp described for lawmakers the worker-driven safety plan in place at the facility.

"We're all accountable to each other," Hatcher said. "We hold surprise drills that are a surprise even to management."

She explained that management's reaction in a crisis was as important to employee safety as the employees' own actions.

In addition to workplace committees, the legislation would strengthen OSHA standard-setting and enforcement, extend OSHA coverage to federal, state and local government employees and provide for victims' rights.



Ray Crowell/Page One Photography

Thomas R. Donahue: "We need a new approach at the workplace."

Union blasts OSHA settlement for cutting out workers

The Oil, Chemical and Atomic Workers have criticized a $10 million Occupational Safety and Health Administration settlement with the owners of a Louisiana fertilizer plant, site of a fatal blast in May.

OCAW President Robert Wages called the terms of the settlement between OSHA and Angus Chemical Co./IMC Fertilizer Inc. "sleazy (and) scandalous." The agreement was reached before OSHA issued any citations, which Wages said was a "sweetheart deal" that cut out worker participation in the process.

The 421 workers at the Sterlington, La., plant are OCAW members. Eight were killed and 150 workers and townspeople injured in the May 1 explosion in the nitroparaffins division. Many town residents had to be evacuated for a short time after toxic gas was released, damaging homes, schools and businesses.

As a result of its investigation, OSHA had alleged that IMCF had exposed 223 employees to the risk of fire and explosion because of problems in the nitroparaffins plant. The agency also had alleged 24 additional violations of various rules on emergency response, fire brigades, powered industrial trucks and electrical hazards.

But as a part of the settlement, OSHA did not cite the company for any "serious" or "willful" safety violations.

"The government seems more anxious to hit companies with big fines than in getting them to abate hazards in a timely and comprehensive manner," said Peg Seminario, AFL-CIO director of occupational safety and health.

Byproducts of OSHA investigations typically include lawsuits and questions of liability on the part of insurers. Without citations that characterize violations, following up on those questions will be difficult, she said.

The settlement requires the company to provide a thorough safety analysis of its chemical processes at the Sterlington plant, two surrounding plants and an IMC phosphate plant in Lake Wales, Fla., to address the adequacy of training at the Louisiana plant and its start-up and shutdown processes.

An extensive review of the company's response to emergency conditions and training of emergency response personnel also is required.

Civil rights bill gives legal recourse for job discrimination

Continued from Page 1

H.R. 1, which it passed early this year.

The bill, sponsored by Sen. John C. Danforth (R-Mo.), mandates that job requirements be related to the job in question and be consistent with business necessity. This would ban such practices as height and weight requirements that exclude women, high school diplomas for a janitor's job or suburban residency requirements that deny opportunities to minorities in the city. The business necessity phrase was added after negotiations with the White House.

The bill also allows limited jury awards of punitive and compensatory damages in cases of intentional discrimination of women, religious minorities and the disabled.

Under current law, victims of racial discrimination have no limit on the amount of damages they can collect, but women and the disabled were limited to back pay.

The limits were set depending on the employers' size and range from a limit of $50,000 for employers with 15-100 employees up to $300,000 for those with 500 or more workers.

In 1990, Congress passed a labor-endorsed civil rights measure, sponsored by Sen. Edward M. Kennedy (D-Mass.), which President Bush vetoed.

The Senate failed to override the veto by two votes, which made it unnecessary for the House to take up the override.

Kennedy, who endorsed the Danforth bill, said "People ask who won, who lost. . . People who set up red herrings lost," he said referring to those who had charged the bill would lead to quotas.

Labor's mission: new direction for nation

In its report to the 1991 AFL-CIO convention, the Executive Council details advances made by unions since the last convention and provides a basis for action on workers' concerns in the years to come. The following are highlights from that report.

Solidarity Day '91 defines unionism

Organized labor showed its strength, unity and conviction on Solidarity Day 1991, when more than 325,000 union members and their allies marched on Washington to protest the misguided policies of the Bush administration and the milquetoast opposition on Capitol Hill.

Solidarity Day was the defining campaign among two years of campaigns conducted by the AFL-CIO to promote the cause of workers. Under the Solidarity Day banner, labor made a convincing case for its campaigns for workplace fairness and freedom of association, for health care reform, for workplace safety and health and for fair trade.

The huge success of Solidarity Day '91 was a tribute to months of extensive planning and the strong support of trade unionists in the United States and around the world.

AFL-CIO file photo

Health care reform, workplace fairness and fair trade were among the issues taken forcefully to Washington by union members and their allies on Solidarity Day '91.

Call for workplace fairness

A primary message of Solidarity Day was the need for the Workplace Fairness bills, H.R. 5 and S. 55, which would prevent employers from exploiting a loophole in labor laws that allows them to "permanently replace" striking workers — basically, to fire them.

Beginning with a educational campaign during the 100th Congress, the AFL-CIO mounted a massive grass-roots push to persuade the 101st Congress to pass the bills. Workers who had been replaced were brought to Washington to testify before Congress and explain their plight to the nation.

A highly visible outreach program garnered support from religious, community and civic groups. The federation also sponsored a national media campaign and a massive mail campaign that flooded Capitol Hill with postcards and mailgrams in support of the strikebreaker bills.

National health care reform, which emerged as a major priority from the 1989 convention, became a national political issue as the AFL-CIO pressed its campaign through congressional testimony, grass-roots lobbying and political demonstrations.

As part of that effort, in the fall of 1990, the AFL-CIO held regional hearings on the health care system, chaired by AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue. A national advertising campaign ran concurrently with the hearings. Also in the fall of 1990, a 30-minute AFL-CIO-produced special began running on public television stations.

Workers Memorial Day 1991 built on the experiences of previous observances and was a great success, drawing national media coverage through unique local demonstrations of the need for reform of the Occupational Safety and Health Act.

At a news media conference via satellite television, Kirkland, Donahue and members of Congress stressed the need for reform of the 20-year-old law. Bills introduced in the House and Senate in 1991 got added attention after a tragic fire swept through a chicken processing plant in Hamlet, N.C., trapping workers behind locked doors.

Those doors would have been open if workers had a voice in a safety committee, as the OSHA reform bill provides.

The AFL-CIO strongly opposed the effort to limit Congress' role in the U.S.-Mexico Free Trade Agreement via "fast-track" legislative approval.

The "no fast track" campaign included an independent public opinion poll, a series of print ads, a videotape and appearances by Donahue and other top federation officials on national television shows.

Despite the approval of "fast track," the closeness of the vote demonstrated concern in Congress about the issues labor raised about the treaty. The Democratic leadership in Congress sided with the White House on the issue, but almost twice as many Democrats in the House broke with their leadership and voted with workers and environmentalists on the issue.

The AFL-CIO said the damage from the North American "free trade" agreement — U.S. job loss, degradation of the environment and exploitation of workers on both sides of the border — is previewed in the current conditions in the maquiladoras. These thousands of U.S.-owned plants, which exploit Mexican workers, are but a microcosm of the abuse that would spread if the treaty is approved without the guarantees, the AFL-CIO has said.

Union bargaining provides broad gains

Unions hammered out wage and benefit gains over the past two years despite difficult collective bargaining situations caused by the slumping economy and the corrosive threat of striker replacements.

Wage increases in major settlements averaged 4 percent in both 1989 and 1990. In the first quarter of 1991, first-year gains rose to 4.5 percent, but the rate slipped to 3.4 percent in the second quarter as the recession lingered on.

Some contracts with cost-of-living provisions brought additional wage adjustments with the rise in the government's consumer price index. But wage gains for many workers failed to keep pace with inflation as the CPI-W rose 6.1 percent in 1990 before easing in the first half of 1991.

Still, unionized workers were drawing 36 percent more in pay and benefits than non-union employees. In March 1991, the Labor Department reported that total compensation of union workers was $19.76 an hour, while non-union workers averaged $14.56 an hour.

Among major contract settlements, a 14-union coordinated bargaining strategy paid off for workers at General Electric Co. and Westinghouse Corp. with improved COLAs and health care coverage.

Similar gains were made by the Postal Workers, Letter Carriers and Mail Handlers for some 560,000 employees of the U.S. Postal Service.

Change of heart at NYNEX

In the telephone industry, a four-year accord reached nearly a year before the old contract expired brought pay gains of 16 percent for members of the Communications Workers and Electrical Workers at NYNEX. It includes pension improvements and a new managed health care plan.

After a brief railroad walkout, President Bush signed legislation ordering strikers back to work and authorizing an emergency panel to impose a settlement for 235,000 workers represented by a dozen unions. The Air Line Pilots, Machinists and Flight Attendants reached an agreement with United Airlines after three years of talks.

Bargaining issues changed significantly since 1989. With the increasing globalized economy, drastic industrial shifts and corporate restructuring as well as the sluggish economy, unions bargained over job and income security, health care reforms, family needs and out-sourcing.

In talks with the Big Three automakers, the UAW made job and income security a top priority. New contracts limit layoffs to 36 weeks over the three-year term.

Escalating health care costs compounded bargaining issues as employers tried to shift insurance costs to workers by increasing deductibles and co-payment formulas, or sought to decrease coverage. But recent union settlements — including those by the Clothing and Textile Workers, UAW and Rubber Workers — maintained health benefits and called for joint union-company measures to battle increased costs and to support national health care reforms.

Meanwhile, the Food and Commercial Workers won health care improvements with Campbell Soup Co. The Teamsters retained "first dollar" health care coverage at Honeywell and brought members under the IBT Central States plan at Stroh's Brewing Co. The Service Employees won increased health insurance contributions in Philadelphia.

Organizing builds with new inroads

Unions have overcome tremendous odds to organize new members in workplaces as diverse as college campuses, hospitals, factories and commuter airlines.

In the face of labor laws that allow almost interminable election delays or force workers to wait years for an employer to bargain in good faith on a first contract, unions are using innovative approaches and long-term commitment to succeed in a number of major organizing drives.

The AFL-CIO Department of Organization and Field Services, through its cooperative campaigns and the new Organizing Institute, is seeking to create a new "culture of organizing" throughout the labor movement.

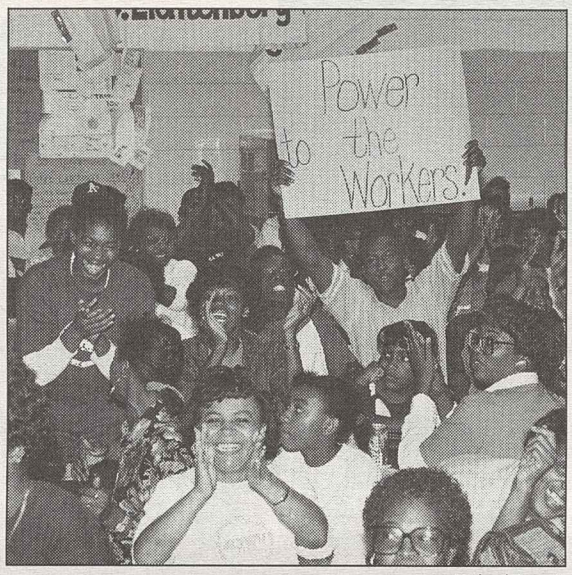
Cooperative programs are under way in Texas, California, Arkansas, Florida, Indiana, Kentucky and Illinois. A South Florida program is focusing on Hispanic workers in the Dade County area.

With the assistance of the California Immigrant Workers Association (CIWA), the Machinists won an organizing campaign — and a first contract — covering nearly 1,200 mostly Hispanic workers at American Racing Corp. near Los Angeles. The Service Employees' "Justice for Janitors" campaign, also aided by CIWA, won union representation for 2,500 janitors in Los Angeles. And the Food and Commercial Workers won an organizing victory among 1,800 Southeast Asian and Hispanic immigrants at National Beef Packing Co. in Liberal, Kan.

The AFL-CIO's other associate membership programs — Montana Family Union, the National Association of Working Americans in Cincinnati, and the newest program in El Paso, Texas — are generating organizing leads and demonstrating the value of unions to working families by offering help on workplace problems, standing up to right-wing groups and offering Union Privilege benefits.

AFL-CIO unions also are involved in or planning hospital organizing campaigns since the Supreme Court ruling that affirmed the National Labor Relations Board's eight-unit rule.

The Communications Workers won the right to represent nearly 2,000 registered nurses and other workers at Buffalo's Mercy Hospital in two separate elections, and is involved in campaigns in Florida, Oregon, Washington state and other areas.



Michael Barrett

Organized by ACTWU in 1988, workers at S. Lichtenberg celebrated a first contract this year.

Other unions developing campaigns include the Operating Engineers, Teachers, AFSCME, SEIU, Teamsters, UFCW, Steelworkers, UAW, Retail, Wholesale and Department Store Union, and others.

On college campuses, clerical, support, professional and technical workers are joining the union ranks. AFSCME followed its organizing win at Harvard University with victories among clerical workers at several midwestern universities, including Minnesota and Illinois. Several unions, including the UAW, AFT and others, are seeking to organize graduate assistants at campuses from Temple University to the University of California system.

The AFL-CIO Organizing Institute now has eight unions participating in the program to recruit and train new organizers and assist affiliates in organizing campaigns.

Since opening its doors in October 1989, the institute has accepted more than 300 individuals into the program, with 100 expected to graduate and take organizing positions with affiliated unions. Many of the 300 trainees are union members, more than half are women and nearly a third African-American, Asian or Latino.

Slumping economy weighs on workers

America's workers are bearing the brunt of the slumping economy that plunged into recession in mid-1990 under fiscal problems compounded by errant government policies. Millions of workers lost their jobs and work hours were slashed for millions of others.

The buying power of workers continues to dwindle as the long-term trend of widening income disparity threatens to turn the country into a low-wage economy. At the same time, U.S. corporations persist in divesting America's industrial base and exporting the jobs of their workers.

Sluggish economic growth and Reagan-era tax cuts for the wealthy robbed the government of needed resources for adequate investment in the nation's future. In a cynical scheme to shrink government, the Reagan and Bush administrations ran up huge federal deficits that were used as a club to hold down spending for essential federal programs.

The unprecedented Reagan-Bush deficits crippled the government's ability to use its potent tool of expansionary fiscal policy to ease the pain of recession. The onus of combatting the recession has shifted to the monetary policy fostered by central bankers who show more concern about inflation than unemployment.

The nation's jobless rate shot up to 7 percent in June 1991, the highest level since the 1981-82 recession. Nearly 9 million workers were counted as officially unemployed, an increase of 2.2 million —or 33 percent — from a year earlier.

High unemployment will plague the economy for years to come even after recovery, as had been the worsening pattern after past recessions. Hundreds of thousands of workers left the work force as the job market deteriorated and nearly 6 million were in part-time jobs because they could not find full-time work. As a result, 15.4 million workers were unemployed or underemployed in June.

But only 37 percent of the officially unemployed were drawing jobless benefits in June, far below the level of coverage in previous recessions. In the 1975 recession, more than 75 percent of the jobless received benefits, dropping to 43 percent in 1981-82.

More than a decade of neglect has left the federal-state unemployment system so frayed that it no longer functions as a safety net for the jobless.

President Bush aggravated the dilemma by twice blocking legislation extending benefits for the long-term jobless who exhausted their initial coverage.

Moreover, benefits are woefully inadequate for those who do receive them. In 1990, the average payment was only $131 per week, barely one-third of the average weekly wage in covered employment. That level is far below labor's goal of a 65 percent rate.

The income gap between the rich and poor reached an all-time high in 1989 since the government started first tracking the data in 1947. In 1990, the richest fifth of U.S. families received 44.3 percent of the income pie; the poorest fifth got only 4.6 percent.

Using and proving the Union Privilege

Union Privilege — the name says it all. These unique membership benefit programs not only better the lives of union members, but also give unions a way to attract new members.

The latest Union Privilege entry, introduced in May 1991, is a mortgage program that helps union members and their immediate family to buy a home. The program offers competitive rates, low down payments, "no-points loans," a first-time home buyers program and strike protection. In the first four months of the program, union members received almost $70 million in mortgage commitments.

The most popular Union Privilege benefit remains the no-annual-fee, low-rate credit card, now carried by more than 2 million union members.

At 13 percent in October 1991, the card had an interest rate 5.5 percent lower than the average rate charged by the largest credit card issuers. That has saved $250 million for union members, which is a savings for each that far exceeds the $4.20 per member annual cost of affiliation with the AFL-CIO.

Other Union Privilege programs include: a supplemental life insurance program; a legal service that offers free and discounted legal services from any of nearly 800 participating law offices across the country; a loan program that provides unsecured personal loans in larger amounts and for longer terms than generally available from credit unions or banks; a mail service discount pharmacy; a travel club that provides a 5 percent rebate on all airfare, hotels, motels and car rentals booked through the club; and a Union RATE Savings Program that offers a money market deposit account with the backing of the Federal Deposit Insurance Corp.

AFL-CIO membership grows by 377,000

AFL-CIO membership has increased by 377,000, to 13,933,000 from the 13,556,000 reported to the 1989 convention.

At 13.93 million, the total membership of the 89 unions affiliated with the AFL-CIO ranks with its all-time high figure of 14.07 million in 1975. Affiliated unions also report an additional 270,020 associate members, a category that did not exist in 1975.

AFL-CIO figures on per capita payments from its affiliates are computed for each biennial convention on the basis of the average per month for the previous two-year period — in this case from June 30, 1989, through June 30, 1991.

For AFL-CIO unions, membership grew in the segments of the economy where the jobs were growing in that two-year period. For example, the Service Employees membership climbed by 119,000 to 881,000 total, AFSCME by 101,000 to 1.19 million and the Teachers by 29,000 to 513,000. That 24-month period was a bad time for the U.S. economy, with the overall number of jobs in the nation dropping 516,000.

The following table shows the total paid membership of the AFL-CIO for the year 1955 and subsequent two-year periods. The 1991 figures are based on the two-year period ending June 30, 1991. The totals are expressed in thousands of members.

Period	Membership	Period	Membership
1955	12,622	1975	14,070
1957	13,020	1977	13,542
1959	12,779	1979	13,621
1961	12,553	1981	13,602
1963	12,496	1983	13,758
1965	12,919	1985	13,109
1967	13,781	1987	12,702
1969	13,005	1989	13,556
1971	13,177	1991	13,933
1973	13,407		

Eighteen affiliated organizations paid a reduced monthly per capita tax on 270,200 additional associate members during the two-year period ending June 30, 1991.

Trade unionists help others in communities

While government support decreases and the treasuries of philanthropic organizations dwindle, trade unionists have expanded their efforts to aid their communities in a variety of ways.

The AFL-CIO Department of Community Services and trade unionists across the country provide services ranging from pre-retirement and retirement counseling, blood drives for the American Red Cross, sponsorship of Boy Scouts of America units and food drives.

And when disaster has struck — such as the earthquake in San Francisco, the fire in a Hamlet, N.C., chicken processing plant, or Hurricane Hugo along the South Carolina coast — workers did not let calls for help go unanswered. Aid in these disasters included financial support, food and temporary housing.

The AFL-CIO has placed special emphasis on helping local unions deal with the effects of unemployment in their communities. Step-by-step action plans and materials were developed to assist unions and their members deal with job loss.

Forum will begin presidential process

The AFL-CIO will begin its process for the 1992 presidential election with a Nov. 12 convention forum featuring the major announced Democratic candidates.

A videotape will be sent, along with a transcript, to all affiliated unions and state and local central bodies for use in membership and COPE meetings.

As in previous years, the affiliated unions will use their own procedures to sample membership preference and decide which, if any, candidate to support.

The AFL-CIO presidential preference process was used in the two previous presidential elections. For the 1984 election, unions voted by the required two-thirds majority to endorse Walter Mondale before the primaries. In 1988 no early consensus was reached, but Michael Dukakis was endorsed after the political parties completed their summer conventions.

The 1991 convention will adopt a process for the 1992 presidential election.

The AFL-CIO Executive Council has issued voluntary 1992 guidelines, similar to those adopted in 1987. The guidelines ask affiliated unions to refrain from endorsing any presidential candidates on their own until the unions learn if they can act in concert.

If, as in 1983, such a consensus seems possible, the AFL-CIO's General Board can be called by President Lane Kirkland at any time to consider an endorsement. A two-thirds vote is required for endorsement.

In the 1990 election, efforts by the AFL-CIO Committee on Political Education produced gains by progressive candidates.

Democrats netted nine seats in the House and one in the Senate. That number grew when a Democrat was appointed to fill the seat vacated by the death of Sen. John Heinz (R-Pa.).

According to an election night poll, 50 percent of eligible union members and families voted. And they voted overwhelmingly for labor-backed candidates, a testimonial to the work of the thousands of COPE volunteers who generated the maximum union member turnout.

Working families need more support

The traditional family structure has been transformed by the tremendous growth in the number of women participating in the labor force and the number of single-parent families and families in which both parents work. But the nation has been slow to assist parents to meet family needs and fulfill work responsibilities.

To address the need for workplace- and community-based support, as well as legislative solutions to the problems of working families, the AFL-CIO Executive Council in February 1989 established the Work and Family Committee.

A staff advisory group has since been formed to promote sharing of information among unions on key issues and the development of legislative, bargaining and community strategies.

In the 101st Congress, with strong AFL-CIO support, lawmakers enacted comprehensive child-care legislation to provide assistance to low- and moderate-income workers for child care and expand the earned income tax credit.

Since then, the AFL-CIO has published a pamphlet explaining and providing guidance on the new laws.

Family and medical leave legislation that would provide time off from work to meet family responsibilities was passed by Congress in 1990 but vetoed by President Bush. The legislation, which would require employers to grant employees up to 12 weeks of unpaid leave for the birth or adoption of a child or the serious illness of either the employee or an immediate family member, is vigorously supported by the AFL-CIO.

Organized labor believes that working Americans should not have to choose between their jobs and their families when a crisis occurs.

The legislation again is making its way through Congress and the AFL-CIO and its friends are seeking enough support to render the legislation veto-proof.

AFL-CIO file photo

ILGWU members donned colorful costumes of different countries to dramatize how the United States lags behind the rest of the world in providing adequate health care.

Health care campaign picks up steam

Since the 1989 convention, when the AFL-CIO launched its health care campaign with the theme, "Now Is The Time," the federation has made the case for reform in every forum.

By convention time, more than a dozen health care proposals had been submitted by members of the House and Senate and the AFL-CIO was pushing in committee hearings for national action.

The AFL-CIO campaign included a series of regional hearings in the fall of 1990, run in concert with two national television commercials and a 30-minute documentary on the severity of the problem.

The hearings — in Providence, R.I.; Austin, Texas; New Brunswick, N.J.; Birmingham, Ala.; Chicago; Detroit; San Francisco; and Louisville, Ky. — found workers, union and business representatives, elected officials, medical providers and insurers all grappling with the issues of cost, access and quality of health care.

The United States now spends more than $700 billion on health care — or 12.2 percent of the gross national product. Nevertheless, nearly one-third of all Americans are uninsured or underinsured, and the numbers are growing. On a per capita basis, the United States spends 40 percent more than Canada, 90 percent more than Germany and 125 percent more than Japan.

Meanwhile, studies have pointed out high rates of unnecessary surgical and medical procedures, the minor attention paid to preventive care and the duplication of equipment.

In conjunction with the hearings, the AFL-CIO launched a broad educational effort aimed at AFL-CIO regional staff, state federations and local central bodies, which now are forming health care committees. Joint labor-management activity is also under way in a variety of industries.

AFL-CIO President Lane Kirkland presented the findings of the regional hearings to Congress in January 1991, and urged prompt action. Congressional hearings began almost immediately and the AFL-CIO has testified many times on the need for reform and the form it should take.

As spelled out by the Executive Council in February, 1991, unions believe — as they have advocated for many years — that a unified national health care system with a single payer should be the ultimate goal. But unions also believe that the urgency of the current crisis demands action now.

The council urged Congress to enact legislation to provide universal access; to develop one national system for those not in the work force; and to reduce the eligibility age for Medicare to age 60. Strong cost containment and the elimination of administrative waste also were called for.

The federation also has urged Congress to establish a national commission of consumers, labor, management, government and providers to administer a single national cost-containment program, establish a target for annual health spending increases and a capital budgeting system. Labor also backs a core benefit package to which all Americans are entitled, and believes that any program must contain equitable and progressive financing.

Job safety reform bills introduced

The AFL-CIO is pressing Congress to reform the outdated 20-year-old Occupational Safety and Health Act, which has been weakened substantially by a decade of Republican administrations.

Legislation now before Congress would give workers a voice in their own safety and health through the establishment of workplace committees in plants with more than 10 employees.

It would strengthen standard-setting and enforcement, extend OSHA coverage to federal, state and local government employees and provide for victims' rights.

The AFL-CIO has testified that, if such legislation had been in place in September 1991, 25 workers may not have been killed in the tragic fire in Hamlet, N.C., where fire exits were locked.

For building and construction trades unions, whose members suffer the highest casualty rate, separate legislation would establish a system of safety management on construction sites, improve OSHA's ability to address construction safety hazards and expand worker safety training.

Meanwhile, the AFL-CIO and affiliated unions have pressed the Occupational Safety and Health Administration for stronger standards, gaining final standards on excavations, concrete construction, electrical hazards and welding.

Standards have been proposed on petrochemicals, bloodborne disease, butadiene, confined space entry, vehicle safety, cadmium and asbestos. Standards are needed on ergonomic hazards, video display terminals, methylene chloride, lead in construction, environmental monitoring and medical surveillance.

Unions have successfully stopped most of the Mine Safety and Health Administration's deregulatory proposals and are pushing forward new regulations on air contaminants, diesel exhaust and other hazards. In 1991, MSHA uncovered major fraud by scores of coal operators who were tampering with the dust collection cassettes used to determine coal dust levels.

Pressure from organized labor also has brought about stepped-up enforcement of mine safety violations and new regulations to shut down mines that have a pattern of significant and substantial violations.

Organized labor continues to focus on workplace safety problems each April 28, when Workers Memorial Day is held. The AFL-CIO will continue the observance to call attention to job hazards and to build support for improvements in workplace safety and health.

Labor seeks fairness in legislation

During the 101st Congress, President Bush has vetoed several legislative programs that would have helped working families. Despite these setbacks, the AFL-CIO is pressing ahead on a number of legislative initiatives, including:

Workplace fairness — To close the loophole in labor law that says workers cannot be fired for joining in a lawful economic strike, but they can be "permanently replaced."

National health care reform — An overhaul of the nation's failing health care system built on the principles of cost control, access and quality.

Trade — Several bills dealing with problems of U.S. workers losing jobs, worker rights abuses in China and other nations, an unchecked flood of textile and other imports and the North American Free Trade Agreement.

Family and medical leave — To allow workers up to 12 weeks' unpaid leave for family emergencies, without the threat of job loss.

Unemployment compensation — To extend benefits to workers who have exhausted their jobless benefits and are unable to find work, as well as comprehensive reform of the unemployment insurance system.

OSHA reform — An overhaul of workplace safety and health requirements, along with expanded protection for construction workers, increased penalties and tighter hazardous and toxic waste controls.

Hatch Act — To allow federal and postal workers broader participation in the political process.

Civil rights — Restoration of the legal remedies available to victims of sexual or racial job discrimination that were severely weakened by several 1989 Supreme Court rulings.

Economic conversion — To aid workers and communities affected by defense budget cuts and base closings through planning and development of alternative industries.

Campaign finance reform — To maintain an opportunity for working people, through political action committee contributions, to have some voice in the political arena, as do the wealthy and corporate officials.

Legislation strikes a blow for rights

A determined commitment to the Civil Rights Act finally paid off for the AFL-CIO and its allies with President Bush soon to receive a bill he said he would sign. The new law clarifies several 1989 Supreme Court rulings that denied justice to victims of discrimination.

Unions addressed issues and concerns of its fastest growing segment — working women — through collective bargaining, legislation and the courts. While calling on affiliates to involve women at all levels of union activity, the federation included in its legislative agenda such issues as family and medical leave, child care and pay equity.

The AFL-CIO also urged reversal of the Supreme Court's Rust vs. Sullivan ruling, which denied women the right to information about reproductive choice if the government pays for the physician visit.

The Americans with Disabilities Act, which the AFL-CIO backed, assured equal access and opportunities for disabled citizens. Top federation officials work closely with groups seeking equity for the disabled.

The federation opposed Clarence Thomas's nomination to the Supreme Court in an Aug. 1 Executive Council vote that cited his extreme anti-government views and his failure to enforce civil rights laws as head of the Equal Employment Opportunity Commission. Testifying against confirmation, AFL-CIO President Lane Kirkland cited a third reason for opposition: the attempt by Thomas and his "handlers" to manipulate the confirmation process.

The AFL-CIO noted with alarm the activity by racist groups and reiterated its support for legislation banning discrimination based on sexual orientation and for enforcement of the bilingual ballot provisions of the Voting Rights Act.

Through various support groups and coalitons, the AFL-CIO also continues its involvement in efforts to bring equality and equal opportunity for all Americans.

U.S. federal system is in disarray

As the federal government shifts responsibility for federal programs to state and local governments, public employees are bearing the brunt of budget cutting.

Revenue provided by the federal government has decreased from 17.7 percent of city budgets in 1980 to 6.4 percent in 1990. This decrease in funding, combined with the sluggish economy, prompted 34 of 50 major cities to reduce staff over the past decade, the National Conference of Mayors found.

Thus, many workers are facing layoffs, furloughs, wage freezes, reduced pay and the use of consultants in their city and state agencies. Additionally, to raise revenue to combat budget shortfalls, many state governments also have decreased services or borrowed from employee pension funds.

These changes worsen the trend toward wider income distribution, a study by Citizens for Tax Justice found, since virtually every state and local tax is less progressive than the federal income tax. Only four states — California, Delaware, Maine and Vermont — require the richest families to pay a higher share of their incomes in taxes than middle-income families.

At a time when human needs are great and national investments in education, roads, bridges and mass transit are sorely needed, statehouses and city halls are unable to provide for these vital services. They have resorted to firing workers, cutting back on programs and levying unfair taxes, all of which prolong the recession in many areas.

Some local governments have contracted out public services, hoping they can privatize their way out of a budget squeeze. Such privatizations result in the loss of work for public employees to private contractors, who often pay workers less and offer fewer benefits and less job security.

The AFL-CIO has called for the federal government to accept responsibility for federal programs and quit dumping the problems on already overburdened states and cities.

And it appeals to state and local governments to strike a fair balance between budget cuts and progressive tax increases.

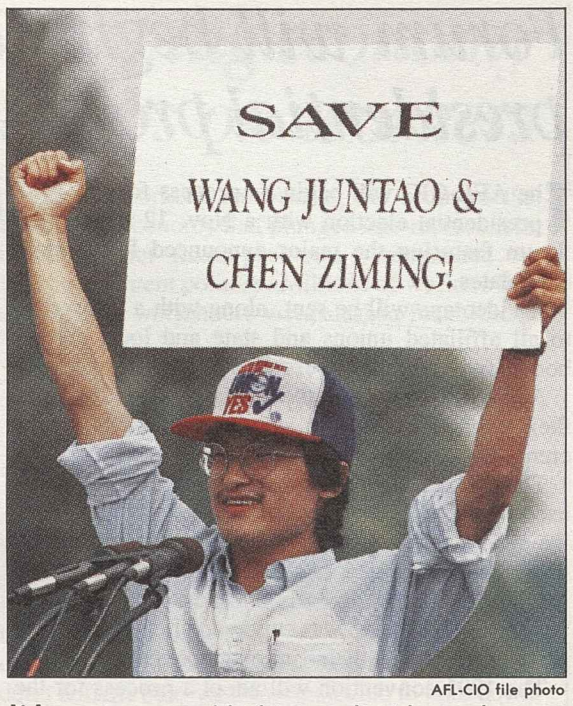
Education should be a right for all

In the nation's changing economy, educational opportunity has become more important than ever, and often makes the difference between a good or a meager standard of living, or between a challenging or dead-end job.

Education reform in elementary and secondary schools, expanded support for vocational programs, training and apprenticeship, grants for students pursuing higher education, workplace training and literacy and adult education programs are key elements in the AFL-CIO's effort to boost education.

Many public officials and organizations agree on the need for education reform, yet plans put forward by the Bush administration — including supplying "vouchers" for some school services — serve only to undermine proven federal programs and set up an unnecessary conflict between public and private schools.

Instead, such proven programs as Head Start and bilingual education should be expanded. The AFL-CIO also supports the further professionalization of teaching, the trend toward greater school-based management and shared decision making and expanded community involvement.



AFL-CIO file photo

Li Lu, a 24-year-old Chinese dissident who participated in the Tiananmen demonstrations, appeals for the release of imprisoned activists during the Solidarity Day '91 rally.

Workers unite amid world revolutions

Sweeping changes in political, economic and social systems throughout the world in the past two years have brought new challenges as well as some jubilation for the trade union movement.

In response, AFL-CIO affiliates are stepping up international activities. They also are addressing the expanded impact that multinational corporations have on their members and the need to enforce internationally recognized workers rights standards.

Much of the union focus on transnational activities has been channeled through international trade secretariats, bilateral relations with counterpart organizations abroad and in union-to-union programs supported by the AFL-CIO's four international institutes.

Vast transformations are leading to the emergence of democratic governments in Central and Eastern Europe as well in the Soviet republics, including the Baltic states. While the political landscape has been fundamentally changed in Poland, Hungary and Czechoslovakia — now the Czech and Slovak Federative Republic — the growth of democracy is dubious in Albania, Romania, Bulgaria and Yugoslavia.

People in many of the new governments are fearful of what political and economic reforms will do to their jobs, living conditions and social programs. In some states, old communist unions continue to dominate, with the new democratic unions shouldering heavy burdens.

Activities of the new democratic unions extend beyond the workplace, as was illustrated by the support of Soviet workers who rallied behind Russian President Boris Yeltsin to repulse the Aug. 19 attempted coup by old line communist leaders.

Over the last two years, the AFL-CIO has established special panels to address the new world order. They include the Subcommittee on Perestroika to deal with changes in the Soviet Union; the Subcommittee on China, which was formed before the 1989 Tiananmen Square massacre; the Labor Committee for a Free Cuba to help combat worker rights abuses under the Castro regime; and the Committee on Defense to provide labor's perspective on the deployment of troops in the Persian Gulf War.

Among major international developments was the release from prison of South Africa's Nelson Mandela and his historic visit to the AFL-CIO headquarters.

Fang Lizhi, a leader in the Chinese struggle for democracy and worker rights, received the 1990 George Meany Human Rights Award. The 1991 Meany award will be presented at the AFL-CIO convention to Kazimieras Uoka, chairman of the Lithuanian Workers Union who sits on the USSR parliament, the Supreme Soviet.

During the last two years, the federation continued efforts to block special trade benefits to countries that violate basic worker rights in filing petitions under the Generalized System of Preferences (GSP) with U.S. trade officials. Efforts also continued to get the United Nations to adopt the code of transnational corporate conduct pending before that body.

UNION NEWS

UAW members ratify 4-year McDonnell Douglas pact

By James B. Parks

Members of UAW Local 148 overwhelmingly approved a new four-year contract with McDonnell Douglas Corp. that includes an 18 percent pay raise and about $3 million in back pay for some workers.

Members voted 7,611-1,758 to ratify the contract, which covers 23,000 workers at the aircraft maker's plants in Long Beach, Calif., Tulsa, Okla., and Melbourne, Ark. The old contract expired March 17 and members were working under a day-to-day extension.

The contract calls for a 3 percent wage increase retroactive to March 18, 1991, and another 3 percent increase in the second year. Workers will receive a 4 percent increase in the third and fourth years with a 4 percent lump-sum bonus on Dec. 20, 1991.

Employees will receive a $6 increase in monthly pension benefits retroactive to April 1, raising the rate to $29 a month per year of service, said Floyd Sparks, a Local 148 benefits representative. That will be increased to $32 in December 1992.

Two major issues for the local were the formula used to determine the retiree portion of health care premiums and guaranteed overtime for weekend work. The union rejected an earlier company proposal to eliminate the overtime, Sparks said.

Under a new health care system to go into effect in 1996, workers who accumulate a combined age and service of 75 before the end of 1993 or anyone who retires with 30 years seniority will pay the current rate of $20.80 per month for family coverage. Persons who have less than the 75 points at the end of 1993 will pay from 15 percent to 60 percent of the total health care premium based on their experience.

For example, a person with 10 years service by the end of 1993 who retires after the new formula begins will receive $320 a month pension. But he or she would pay 60 percent of the monthly health premium of $535 for a total of $321 a month.

Another key provision of the contract is about $3 million in back pay for persons who formerly were team leaders, Sparks said. Team leaders are elected by workers and receive the top pay scale plus 50 cents an hour.

Previously, team leaders who were not re-elected returned to the regular scale based on their seniority, Sparks said. Now they will continue to receive the top scale minus the 50 cents premium. The company will make whole some 800 persons who lost the wages after losing their team leader jobs.

The contract also requires that workers approve recommendations from management committees dealing with job classifications and problem solving, he said.

Johnny Knox/Harbor-UCLA Medical Center

Nurses demonstrate against understaffing before agreeing to a tentative settlement in Los Angeles.

SEIU gains Miami nurses, new pact in L.A.

By Candice Johnson

The Service Employees gained a unit of 1,800 nurses at Miami's Jackson Memorial Hospital and won a tentative agreement for nurses at Los Angeles county hospitals, ending a two-day strike.

Understaffing was the key issue in both campaigns, as it is for nurses nationwide, the union said.

In a representation election conducted by the Public Employee Relations Commission, the Miami registered nurses voted 832 to 649 for SEIU over the Florida Nurses Association.

The SEIU win indicates "that nurses in South Florida are increasingly looking to unions to help them solve critical problems in their workplaces," said Andy Stern, SEIU special assistant for organizing and field services.

Nurses often are saddled with non-nursing duties and often must deal with abuse from administrators, in addition to job stress and the demands of patient care, the union said.

Nurses at Jackson Memorial — Dade County's highly regarded medical facility — were already being paid less than their counterparts at 15 other county hospitals when management demanded, and the Florida Nurses Association agreed, to give up paid parking. That issue became a "flashpoint" for nurses already frustrated by short staffing and low salaries, SEIU said.

In Los Angeles, members of SEIU Local 660, which includes nurses, social workers, librarians, court reporters, airport managers, public works employees, coroner's staff, security workers and election workers, had been working without a contract since Oct. 1, with bargaining blocked over staffing concerns and health care benefits.

"The county budget includes financing for 5,000 registered nurses, but more than 1,000 positions are vacant," SEIU President John Sweeney noted, pointing out that the county's vacancy rate was more than twice the national rate.

Salaries for nurses in Los Angeles County are about 15 percent less than in the private sector, he added.

As bargaining continued, county administrators offered to upgrade nurses' health care benefits — which lagged behind other county workers — in exchange for a quick contract settlement and deep cuts in the other local members' health care coverage.

But the nearly 4,000 nurses refused and set up picket lines at county hospitals to spotlight both the county's short staffing at medical facilities and their goal of parity in health care benefits for all county workers. About 6,000 social workers held a one-day strike as part of the union's push to continue contract negotiations.

SEIU picks up Apple support

Apple Computer was put on notice that organized labor worldwide is watching the treatment of building service workers who clean its headquarters and facilities in San Jose, Calif.

FIET, the international labor federation representing commercial, clerical, professional and technical employees, condemned the computer manufacturer's current contractor, Shine Building Maintenance, for paying employees minimum wages and providing little or no health coverage.

In a letter to Apple chief executive John Sculley, the FIET trade section noted that Apple's policies were being scrutinized "and that solidarity from FIET's affiliates in other sectors has been requested."

Service Employees President John Sweeney, attending the FIET session in Geneva, noted that Apple "global image of quality...does not apply to the workers...who keep Apple's glistening headquarters clean and safe to work in."

ACTWU wins again in Earle

Earle, Ark.

For the second time in seven months, employees of Earle Industries voted in the Clothing and Textile Workers as its union representative. The vote, on Oct. 25, was 165-131 with 14 challenged votes, all for the employer.

The vote marks a 15-year effort to unionize the closet accessory plant. In March 1991, the workers voted 177-112 for ACTWU, but the National Labor Relations Board called for a new election after upholding a company contention that union videotaping on election day affected the outcome.

The workers voted for the union despite a vicious anti-union campaign by the employer.

The ACTWU organizers were assisted by apprentices from the AFL-CIO Organizing Institute, including Megan Parks, who helped to direct the campaign.

The union also got an assist from the Rev. Jesse Jackson, who spoke to the workers prior to each vote, urging them to continue to fight for respect and decent wages.

The story of Earle Industries is typical of many small, but profitable Southern plants. Most of its work force is composed of African-American women, many of whom have worked there for years and barely make more than minimum wage.

Key issues in the campaign were complaints of repetitive motion injuries, unaffordable health insurance and restroom sign-outs.

Nebraska changes voting procedure

Grand Island, Neb.

The Nebraska AFL-CIO created a Labor Leaders Hall of Fame and changed its voting procedure at its Sept. 23-25 convention.

Previously, one vote was granted for each 100 members on whom per capita is paid to the state AFL-CIO, said President Gordon L. McDonald. Now, voting will be conducted on a strictly per capita basis — if 70 members are paid, 70 votes are granted.

The state AFL-CIO Labor Leaders Hall of Fame is expected to induct its first members in 1993.

Fed seeks to boost borrowing

But rate drop offers little relief for workers

By John R. Oravec

With the Bush recession continuing to drag on, the Federal Reserve lowered the discount rate it charges on loans to financial institutions from 5 percent to 4.5 percent — the lowest level since 1972.

The reduction was seen as another attempt by the Fed to stimulate consumer spending to help bolster the sagging economy.

And while a number of major banks quickly lowered the prime rate they charge their top corporate borrowers from 8 percent to 7.5 percent, there was no signal that bankers would reduce credit rates for workers and consumers.

In efforts to relieve the nation's economic gridlock, the Fed has cut the discount rate four times since September 1990. But little, if any, relief has trickled down to the consumer level as most credit card rates are still at a range of 18 percent to 21 percent. Union Privilege, however, lowered its MasterCard rate to 13 percent in mid-October.

Home mortgage rates were running around 8.5 percent for 30-year loans, which also carried a finance charge of 1 to 2 points. Loan charges on autos ranged from around 7.9 percent with some credit unions to above 12 percent with dealerships.

Consumer confidence in the economy plunged 12.5 points in October to 60.4, the Conference Board reported, as most respondents expressed deep concerns about the employment outlook. Twenty-six percent said there would be fewer jobs in the next six months and only 15 percent expected a pickup in employment.

In other economic reports:

- The government's index of leading indicators, a gauge of future economic activity, slipped 0.1 percent in September, the Commerce Department reported. Six of the 11 key components contributed to the decline, including declines in orders for plant and equipment and a shorter workweek.
- A preliminary report on the third quarter performance of the economy showed a rise at an annual rate in the gross national product of 2.4 percent, the Commerce Department said. The preliminary report on the second quarter also had posted a gain of 0.4 percent, but subsequent revisions showed the GNP declined 0.5 percent — the third quarterly drop in succession.
- Sales of new homes plummeted 12.9 percent in September, the sharpest drop in more than two years. All regions of the country posted double-digit declines. Earlier, the Commerce Department reported that sales of existing homes fell for the third month in a row.
- New orders for factory goods slipped 1.7 percent in September after dropping 2 percent in August, cutting deeply into the 6.1 percent pickup in July, the Commerce Department said.
- Meanwhile, productivity in non-farm businesses rose at an annual rate of 2.4 percent during the third quarter, the Labor Department reported. Output increased 3 percent while hours worked rose 0.6 percent. Leading the productivity advance, the first in a year, was the manufacturing sector with a gain of 4 percent.
- Unions negotiated first-year wage gains averaging 3.4 percent in major contract settlements reached during the third quarter, the Bureau of Labor Statistics reported. The contracts also provide for annual wage increases averaging 3 percent over the life of the agreements.

The last time the same parties negotiated, two or three years earlier, wage increases averaged 2.9 percent in the first year and annually over the term of the contracts.

Eighty-nine settlements covering at least 1,000 workers in each agreement brought pay and benefit improvements for some 437,000 workers, BLS said. More than half of the workers are in the electrical products manufacturing, railroad and food store industries.

Convention to address workers' issues

Continued from Page 1

The convention also will move forward organized labor's goal of health care reform, a campaign kicked off at the 1989 convention. The AFL-CIO push for reform has included testimony on multiple health proposals brought forward after mid-1991.

The nation currently spends $700 billion on health care, which on a per capita basis is 40 percent more than Canada, 90 percent more than Germany and 125 percent more than Japan. "Rather than become mired in esoteric debates about competition versus regulation, Congress should recognize the most costly solution would be to do nothing at all," AFL-CIO President Lane Kirkland has testified.

On trade, the convention will address the Reagan-Bush policies that have encouraged employers to roam the world in search of ever cheaper labor to exploit. Meanwhile, the U.S. job loss from trade imbalance moves into the millions as the United States continues to play by rules of "free trade" that other nations ignore to the advantage of their economies and their workers.

That unemployment is also a symptom of a broader economic crisis in this country. Consequently, the convention will emphasize the call for strong measures to stem unemployment, assure reinvestment in America and return purchasing power to workers.

Wealthy corporations that exploit labor abroad also are using sophisticated ways of exploiting a weakened labor law system to bust unions and to deny workers their right to organize. To combat this trend, the AFL-CIO is building an "organizing culture" among the rank and file and labor's allies.

Organization is an ongoing process that must be incorporated into every aspect of union activity, the Executive Council reported to the convention. That means more cooperation among affiliates and using AFL-CIO labor councils to develop organizing committees and volunteer organizer programs.

One of the strengths of organization is the ability to assure safe working conditions. Lax enforcement and underfunding of the Occupational Safety and Health Act have led to numerous tragedies, including the Imperial Foods fire in Hamlet, N.C. The convention will make the point that reform of OSHA is literally a matter of life and death.

Wealthy corporations are using sophisticated ways of exploiting a weakened labor law system to bust unions and to deny workers their right to organize. To combat this trend, the AFL-CIO is building an "organizing culture" among the rank and file and labor's allies.

The move toward democracy in Africa and Eastern and Central Europe have seen emerging free trade unionists serving as major catalysts for change. Former trade union leaders such as Poland's Lech Walesa are now among the leaders of newly democratic governments. One of them — Zambia's President Frederick Chiluba — will speak to the AFL-CIO convention, as will another president, Lithuanian President Vytautas Landsbergis.

The federation will reaffirm its commitment to fighting for equal opportunity for all Americans regardless of race or sex — a commitment that has carried the labor movement through two years of fighting against vetoes of the Civil Rights Act. Labor and its allies outlasted Bush opposition to the measure.

Congress finally recognized the needs of working families by passing child care legislation. Delegates will urge the passage of other bills to allow families to carry out family responsibilities such as raising newborns and caring for ill parents, spouses, children or themselves while fulfilling their job responsibilities.

Working families also face problems in finding affordable housing and getting credit. The convention will recognize the Union Privilege program's innovative home loan and credit card projects that expand the range of services members receive from their unions.

10 unions bargain 'revolutionary' pact with Magma Copper

Tucson, Ariz.

Ten unions bargaining jointly have reached a new agreement with Magma Copper Co. that boosts wages and profit-sharing and broadens a labor-management cooperation program termed "revolutionary" in the nation's copper industry.

The contract covers about 3,500 copper workers at Magma mining, smelting and processing operations in San Manuel and Miami, Ariz., and could remain in effect through June 2007.

It provides for an hourly wage increase of $1.50 over the first five years of the agreement, along with quarterly bonuses, and future wage increases tied to copper prices.

Hourly wages will be increased by 35 cents in November of this year and July 1993, followed by a 30-cent increase in July 1994 and 25-cent increases in each of the following two years.

The 1995 and 1996 wage hikes are tied to Magma's earning at least $3.75 million in the previous quarter, which the company has done consistently over the past four years, the union said.

Labor-management teamwork

The agreement also establishes work-redesign and problem-solving teams, with labor and management representatives, which will review operations with the goal of improving safety, productivity, communications, scheduling and other areas.

The teams also will work to develop more efficient production, tooling and maintenance techniques.

The economic terms of the agreement can be reopened by either party in 1997, with negotiations conducted by a problem-solving team. Those talks, if necessary, can be taken to arbitration, with a panel setting economic terms for the following two years. If no agreement on economic issues can be negotiated at the end of that two-year period, the contract will be terminated.

"We have brought something new into the industrial sector," said Robert Guadiana, chief negotiator for the unions and Steelworkers district director.

Other contract gains include improvements in pensions and health care coverage and establishment of a 401(k) plan.

Reversal of positions

The agreement was a sharp contrast to the 1989 contract talks that were marked by the company hiring security guards and advertising for "permanent replacements" in the event of a strike, and the unions staging a massive demonstration against company tactics, the USWA said.

Following that round of talks, union and company officials began meeting to find ways to build cooperation and respect at the company, and established the Joint Union Management Cooperation Committee.

Workers and management at Magma's Kalamazoo operation then began working together in teams on development of the underground mine project, the third effort since the "K" orebody was acquired in 1968. Kalamazoo (K) is the top part of the original huge ore deposit that split apart.

"We are working as a team," said Manny Medina, president of USWA Local 937.

"We want job security and to be able to retire with dignity. We still have a lot of work to do, but as long as top management and top union people stay committed, we will make progress."

Unions representing the Magma workers, in addition to the USWA, are the Boilermakers, Carpenters, Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers and Pipefitters, Teamsters and United Transportation Union.

Wofford win leads pro-labor election advances

By James B. Parks

Sending a message of protest toward the anti-worker policies of the Bush administration, voters gave major victories to labor-backed candidates and issues in the Nov. 5 elections.

The biggest win came in Pennsylvania, where Democratic Sen. Harris Wofford won a special election to complete the unexpired term of the late Republican Sen. John Heinz, defeating former Bush Attorney General Richard Thornburgh by a 55-45 percent margin.

In a race seen as a harbinger of the 1992 elections, Wofford openly embraced labor's agenda of workplace fairness, extended unemployment insurance, national health care reform and fair trade. He received strong backing from labor, with the Pennsylvania AFL-CIO and various unions holding rallies and working phone banks to get out the vote of union members.

"November 6 is the first day of the last days of George Bush's administration," said William M. George, president of the state AFL-CIO. "This was a primary for next year's presidential election. Labor took its issues to the front and the public supported them."

Calling Wofford a "great humanitarian," George said "this campaign was about the things that labor has always stood for: fairness, justice and dignity."

Steelworkers President Lynn R. Williams, whose union distributed brochures saying "He is on our side," detailing Wofford's record as state secretary of labor and support for labor issues, said the Wofford victory was a mandate for health care reform and other economic change.

Wofford's "smashing victory" showed that "there can be no question now. . .that health care is a right, not a privilege; that Washington can no longer fiddle while the economy is consumed by the bonfire of official indifference; that the goal of trade policies is to create jobs for average Americans, not to enrich international financiers and transnational corporations," Williams said.

In Washington State, labor and its allies helped defeat the nation's toughest proposed term limitation measure by 54 percent to 46 percent. If approved, the law would have forced the state's entire congressional delegation, including House Speaker Thomas Foley (D-Wash.), to retire in 1994.

The AFL-CIO opposes term limits because such proposals deny citizens the right to vote freely for the candidate of their choice.

In New Jersey, 63 percent of the COPE-endorsed candidates were elected to the state legislature. Of the labor-backed winners, 17 were Republicans and seven were Democrats, as the GOP captured control of both houses of the legislature.

In Kentucky, voters overwhelmingly rejected the anti-labor Republican gubernatorial candidate and elected COPE-endorsed Lt. Gov. Brereton Jones by a 65-35 percent margin.

Jones's opponent, seven-term U.S. Rep. Larry Hopkins, had made "right-to-work" and prevailing wage laws major campaign issues. The win was "a clear victory for the forces opposed to 'right to work,' " said Ray Crider, Kentucky COPE's director.

Several COPE-endorsed mayoral candidates also won their races. Baltimore Mayor Kurt Schmoke and Toledo Mayor John McHugh were reelected while Deedee Corradini was elected as the first female mayor of Salt Lake City.

> *"November 6 is the first day of the last days of George Bush's administration. This was a primary for next year's presidential election."*
>
> **—William M. George, Pennsylvania AFL-CIO president**

Richard I. Kilroy, the founding president of the Transportation Trades Department, resigned from his post Oct. 9. Secretary-Treasurer **Walter J. Shea** of the Teamsters will carry out the president's duties until an election is held during the TTD's February meeting in Bal Harbour, Fla. Kilroy is the former president of the Tranportation Communications Union.

The United Airlines Pilots Master Executive Council has elected three new officers. Capt. **Robert D. Hall,** who served as national first vice president for the Air Line Pilots from 1987 through 1990, becomes UAL-MEC master chairman. Hall has held the position before. First Officer **Gerald E. Baldwin** was elected UAL-MEC vice chairman, with Capt. **Joseph J. Gareffa** elected as UAL-MEC secretary-treasurer.

Delbert L. Spurlock Jr. has been confirmed as deputy secretary of labor. He is a former assistant secretary of the U.S. Army, and has been in private law practice since 1989. Earlier in his career, he served as a staff attorney with the Department of Labor in Nashville, Tenn.

The Federal Mediation and Conciliation Service has announced several personnel shifts. **Ted Chaskelson** becomes assistant to Deputy Director **Brian Flores,** trading jobs with **Eileen B. Hoffman,** who becomes FMCS general counsel. Chaskelson also will take on the new position of director of legislative affairs.

George Lattimore, longtime member of Machinists Lodge 733 in Wichita, Kan., has been appointed minority affairs adviser by Kansas Gov. Joan Finney and manager of the governor's constituent office in Wichita. Lattimore had served as president of the Wichita chapter of the A. Philip Randolph Institute for 16 years and is a member of APRI's national executive board.

The AFL-CIO Department of International Affairs has named three new staff members. **Phil Fishman** is a new assistant director, coming from the Asian-American Free Labor Institute, where he served as a country program director. **Burnie Bond** has been named director of publications and research, replacing **Adrian Karatnycky,** who has been named a special assistant to President Lane Kirkland. Finally, **Eric Chenoweth** joins the department as a program director. Chenoweth and Bond previously were with the Teachers and Bond previously edited the Legislative Alert!

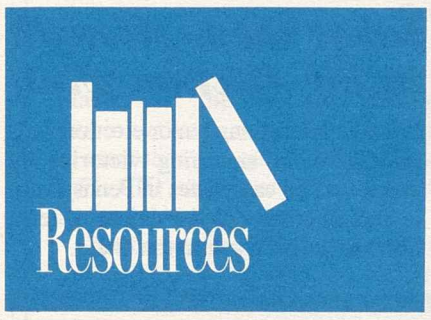
Wayne State University in Detroit honored **Bernie Firestone,** with a memorial tribute Nov. 5 and 6. Firestone was a Clothing and Textile Workers and AFL-CIO Detroit Metropolitan Council leader who died in 1989. The program included the showing of the award-winning film "Out of Darkness: The Mine Workers' Story," a forum on organizing, a discussion of labor and social history and a poetry reading.

More than 290 tons of non-perishable food were collected by Letter Carriers from postal customers in 10 cities on Oct. 26 and delivered to local food banks. The pilot drive by the Letter Carriers was conducted in conjunction with the AFL-CIO and the Postal Service. Patterned after a successful program by Phoenix, Ariz., Branch 576, the drive was conducted in Jacksonville, Fla.; Peoria, Ill.; San Jose, Calif.; Louisville, Ky.; Columbus, Ohio; Portland, Ore.; Harrisburg, Pa.; Dallas and San Antonio, Texas; and in 13 communities in Long Island, N.Y.

Almost 50 members of the Montana Family Union attended the group's first membership meeting in Helena Aug. 17. At the meeting, **Angela Russell** was elected vice president, the top elected member position on the 19-member board of directors. Other members elected director were **Karl Englund, Tom Kilpatrick, Greg Walsh, Don Larson, John McGlynn, Bill Strizich, Linda Carlson-Schechtman,** and **Pat Regan.**

CORRECTION

Seamen **Victor Honigsfeld** and **Jeffrey Amendolia,** honored for their efforts at rescuing a carrier crew in the South China Sea, are members of the Seafarers. Four Marine Engineers also were honored.



VIDEO

The Battle of Fort RAC describes the yearlong lockout at Ravenswood Aluminum Corp. in West Virginia, where 1,700 Steelworkers have been "permanently replaced." The video is available for $15 each, with the money going to assist locked-out members of Local 5668. Contact Gary Hubbard at 412/562-2440.

Benefits, the latest Union Yes commercial that highlights the hard-won union victories that many people take for granted, is available for customizing by affiliated unions. The 30-second spot also has been adapted into two black-and-white print ads for use in union publications. For costs and details, call 800/242-UNION.

CONFERENCES

The Economic Policy Institute is sponsoring a one-day conference on the changing work force titled **New Policies for Part-time Contingent Workers** at the Mayflower Hotel in Washington on Nov. 18. AFSCME President Gerald McEntee will be among the featured speakers. For information or to add your name to EPI's mailing list, write the Institute at 1730 Rhode Island Ave. N.W., Suite 200, Washington, D.C. 20036 or call 202/775-8810.

The AFL-CIO's 1991 **Advanced Southern Labor School** will be held Dec. 1-5 in Hot Springs, Ark. The school is designed for union leaders from the south — Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas and Virginia. For information, contact Ed Czarnecki at 202/637-5146.

Meeting the Challenge: Training America's Workers is a three-day conference in New Orleans on Jan. 12-14. The conference is co-sponsored by the AFL-CIO Human Resources Development Institute, the Public Employee Department and Metal Trades Department. For information, contact Carol Claggett at 202/638-3912 or FAX 202/783-6536.

TESTIMONY

The following AFL-CIO testimony is available by writing the AFL-CIO Publications and Materials Office, Room 209, 815 16th St. N.W., Washington, D.C. 20006. Be sure to include order number and title.

Mark A. Anderson, AFL-CIO Department of Economic Research assistant director, testified before the Trade Policy Staff Committee Office of the U.S. Trade Representative on the **North American Free Trade Agreement negotiations**. (91-41)

Peg Seminario, AFL-CIO Department of Occupational Safety and Health director, before the House Education and Labor Committee on the **Imperial Food Products fire and reform of the Occupational Safety and Health Act**. (91-43)

Lane Kirkland, AFL-CIO president, before Senate Judiciary Committee, on the **nomination of Clarence Thomas** to be an associate justice of the Supreme Court. (91-44)

Meredith Miller, AFL-CIO Department of Employee Benefits assistant director, before Senate Finance Committee on the **Employee Benefits Simplification and Expansion Act of 1991,** S. 1364. (91-45)

Karen Ignagni, AFL-CIO Department of Employee Benefits director, before the Joint Economic Committee on **national health care reform**. (91-46)

Karen Ignagni, before Senate Finance Committee subcommittee on **health for families and the uninsured**. (91-48)

William J. Cunningham, AFL-CIO legislative representative, before House committee on Ways and Means, on H.R. 2889, the **American Jobs and Manufacturing Preservation Act of 1991**. (91-49)

Sheldon Friedman, AFL-CIO Department of Economic Research, before Senate Finance Committee on the operation and effectiveness of the **Trade Adjustment Assistance Program**. (91-50)

Rainfair workers, others stand fast against scabs

Continued from Page 1

their determination by existing on a liquid mixture of water mixed with juice, honey, baking soda and salt since Oct. 14.

A Racine physician said the workers are putting themselves at risk because there is no significant nutrition in their liquid diet. The three have had bouts of dizziness and diarrhea, but remain enthusiastic about the fast.

Their hunger strike has gained them local and national support. Several Racine clergy members and members of a local choir announced that they would take part in a limited fast to show their support. The clergy also have participated in several prayer services and candlelight vigils to encourage the unionists.

Lynn Cutler, vice chairwoman of the Democratic National Committee, Linda Golodner, executive director of the National Consumers League and Betsy Hildebrandt, communications director of the National Women's Law Center, recently met with the fasting workers. They described their dispute as typical of the problems women face with employers who offer poor benefits and wages.

The workers march daily outside their plant with signs reading "Rainfair Is Unfair." The local community and other unions have organized massive rallies in support of the workers.

Indeed, the Rainfair workers are not alone in their struggle. Many others have been forced out of work while trying to provide a decent way of life for their families. Over the past decade, companies large and small—from Jay, Maine, to San Diego, from Portland, Ore., to Baton Rouge, La.—have exploited the loophole in labor law that allows them to bust unions.

In Ravenswood, W. Va., for example, 1,700 Steelworkers recently observed the one-year anniversary of the day they were locked out and "permanently replaced." They expected negotiations to continue on their primary concerns of health care coverage and workplace safety, but when they arrived at the plant Nov. 1, 1990, the day after their contract expired, they were met by chained fences, security guards and busloads of scabs imported from other communities.

Workers in Coatesville, Pa., have been walking the picket lines since Oct. 1, when management refused to negotiate a new contract and forced them to strike. About 1,300 members of the Steelworkers' Local 1165 struck the plant and were replaced with scabs.

The "Hibbing 7," a group of female members of UFCW Local 1116 in Duluth, Minn., have been on strike since 1987. The union charged American Linen with illegally "permanently replacing" the women in the plant that cleans linen for hospitals and hotels.

Solidarity has paid off for workers who stick it out while their cases wind their way through the National Labor Relations Board and court appeals process. It took four years before Decker Coal Co. in Wyoming settled with its striking Mine Workers, who gained a new three-year agreement and $1 million in back pay.

With a coordinated campaign through the AFL-CIO Strategic Approaches Committee, workers at the New York Daily News regained jobs and a new contract after a seven-month strike.

But many other workers fall through the cracks of the nation's unfair labor laws. In Virgie, Ky., for example, 51 members of Mine Workers Local 1812 have been locked out since 1989 by Mine 29 Mining and Processing Inc., which managed to escape the settlement in the Pittston Coal Co. dispute.

The Workplace Fairness bill, S. 55, would end the plight of these and other workers, restoring the basic right to strike that has been taken away by judicial fiat.

Dear Sarah: I'm not listening

Sarah Ann Creel, spending the summer with her grandparents in West Virginia, was so upset about her grandfather being locked out of Ravenswood Aluminum Corp. that she wrote a letter to President Bush, seeking his support for S. 55, the Workplace Fairness Bill.

"My grandfather has worked for RAC aluminum plant for 28-and-a-half years," wrote the 11-year-old. "This aluminum plant has been involved in a labor dispute since November 1, 1990. This is totally unfair to the working class people of America. . . . I strongly urge you not to veto the H.R. 5, S. 55 bills."

The White House responded with a picture of the president and Mrs. Bush and a form letter that suggested she make "a special effort to help someone who is less fortunate than you" and take advantage of her extra time during the summer to read and keep up with her hobbies. The letter also thanked the youngster for sharing her "thoughts and concerns."

It was a disappointing response, Sarah wrote back. "I wrote you a letter concerning the laboring class people of America and I would like you to share your thoughts and feelings with me," she replied. "I worked very hard on my letter and I feel you ignored the issue." To date, the White House has not responded.

"Sarah is a very thoughtful and considerate girl for her age," said her grandmother, Joyce Creel. "She is always thinking about someone else's feelings."

The elder Creels welcomed their grandaughter from Phoenix, Ariz., but warned her they wouldn't be able to do the fun things they had in summers past.

But Sarah had fun getting involved in the workers' cause, Joyce Creel reported. She helped with the letter-writing campaign, an effort that boosted H.R. 5 to overwhelming passage in the House.

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NOVEMBER 11, 1991

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Workers' concerns ranging from health care, workplace fairness and the economy will be examined at the AFL-CIO's 19th biennial convention in Detroit Nov. 11-14.

2 ***Health care crisis moves legislators***
As the debate in Washington shifts to domestic issues, the AFL-CIO's drive to reform the nation's health care system draws heightened interest from elected officials.

4 ***Workers seek voice in workplace safety***
The goal of a safe and healthy workplace has fallen victim to a lack of political will, scarce resources and limited enforcement of the laws, labor leaders tell Congress.

1 ***New Civil Rights Act redresses injustices***
After two years of bitter political fighting and presidential vetoes, Congress passes a labor-supported civil rights bill that gives new rights to federal workers.

3 ***UI plan redrafted; jobless rate grows***
As Congress tries to draft new legislation to extend jobless benefits for the long-term unemployed, the number of workers joining the jobless ranks swells to 8.6 million.

11 ***Labor shows strength in big election wins***
Labor is celebrating major election wins ranging from smashing victories by union-backed candidates in Pennsylvania and Kentucky to the defeat of term limitations in Washington State.

UNION YES

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AFL-CIO NEWS

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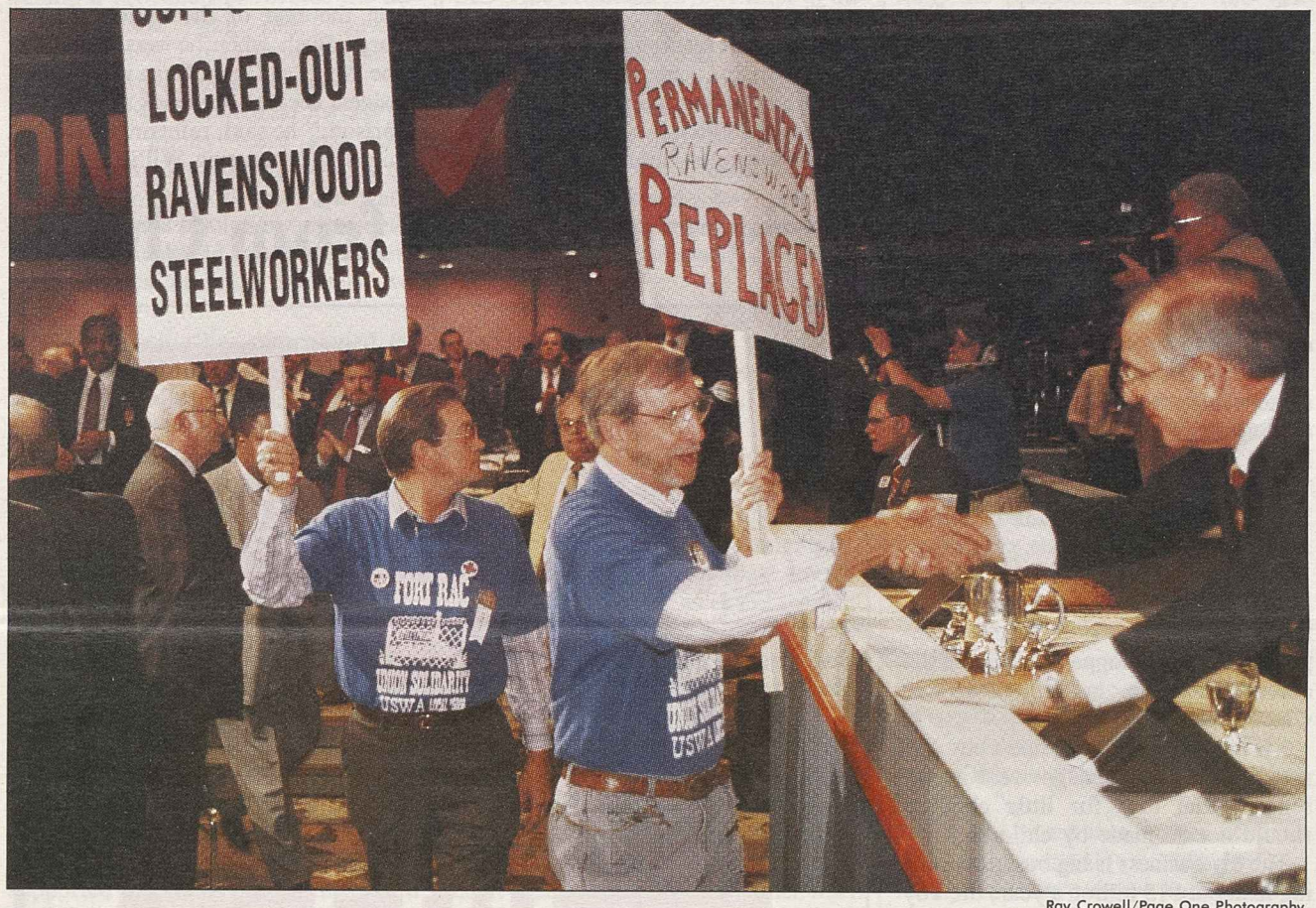
Democrats stress worker needs at forum



Ray Crowell/Page One Photography

Steelworkers President Lynn Williams greets Bill Doyle of USWA Local 5668, who, along with Dan Stidham, represented workers "permanently replaced" by Ravenswood Aluminum Corp. at the convention. The Executive Council agreed to take up Ravenswood in its Strategic Approaches Committee. **See story, Page 7.**

By James B. Parks
Detroit

The six major announced Democratic candidates for president all attacked the anti-worker policies of the Bush administration and promised to change the conditions created by 10 years of Republican government.

Appearing in a forum before the AFL-CIO's 19th biennial convention, the candidates — former California Gov. Edmund G. "Jerry" Brown, Arkansas Gov. William Clinton, Iowa Sen. Thomas Harkin, Nebraska Sen. Robert Kerrey, former Massachusetts Sen. Paul Tsongas and Virginia Gov. L. Douglas Wilder — agreed on solutions to most of the nation's problems.

All called for national health care reform, rebuilding the national infrastructure and more funding for education and to support state and local governments.

But there were some areas of disagreement. Tsongas, for example, said he opposed a ban on the "permanent replacement" of strikers, favoring what he termed "forced arbitration" instead. And two candidates — Tsongas and Brown — backed some form of term limitations.

On trade, Harkin pointed out that he was the only candidate to have voted against giving President Bush "fast track" authority on the U.S.-Mexico free trade agreement. Wilder said if he had been in the Senate, "you would have had two votes" against "fast track."

Kerrey voted for "fast track," but said he backs a social contract as part of the agreement. Clinton also favored "fast track," although he said he doesn't trust the administration to "negotiate a good deal."

To maximize labor's effectiveness in the 1992 election, the delegates also approved a presidential preference process that keeps the trade union movement unified.

A videotape from the forum will be sent, along with a transcript, to all af-

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Workplace fairness: a call to action

By Muriel H. Cooper
Detroit

Declaring that the right to strike without being "permanently replaced" is "the most important labor law initiative to come before Congress in more than a decade," delegates to the AFL-CIO convention demanded Senate action to ban the practice.

The convention resolution called the judicially created Mackay doctrine, which allows the practice of "permanently replacing" workers who exercise their legal right to strike, a "kind of word-play that could only satisfy conservative judges and corporate lawyers. In the real world of work, there is no right to strike when exercising that right can mean losing one's job."

The House in July overwhelmingly passed the Workplace Fairness Bill, H.R. 5, after a massive grassroots lobbying effort by the federation. The convention pledged a repeat performance in the Senate when that chamber brings up its version of the legislation, S. 55, early next year.

Supporters will need at least 60 votes to avoid an expected filibuster. AFL-CIO President Lane Kirkland wrote to union publications immediately after the convention urging attention to S. 55 in their January publications and pointing to 20 states from which the votes will have to come to end the filibuster by imposing "cloture."

The practice of hiring "permanent replacements" has become an ax in the toolbox of management during negotiations. During the past decade, many

Continued on Page 7

3 million long-term jobless finally get extended benefits

By John R. Oravec

Long-overdue relief should be on the way shortly for 3 million jobless Americans under emergency legislation that Congress passed overwhelmingly and President Bush finally agreed to sign.

Culminating a four-month tug-of-war between Congress and the White House, a two-part measure worked out by leaders of the House and Senate will provide 13 to 20 weeks of additional unemployment benefits for jobless workers who had exhausted their first 26 weeks of compensation in the lingering recession.

With layoffs continuing to mount, the likelihood of the jobless finding work is growing dimmer. In the most recent four-week reporting period, the Labor Department disclosed that nearly 1.7 million laid-off workers filed initial unemployment claims.

As Congress moved to enact the temporary benefits extension, the AFL-CIO convention called for a comprehensive overhaul of the federal-state UI system, which is failing in its purpose as a "basic humanitarian safety net" for jobless workers and their families.

Since mid-summer, Democrats in Congress had tried to convince the president and their Republican colleagues that the long-term jobless were in dire need of the additional assistance. Bush had scuttled two earlier measures — the first by refusing to declare an emergency and the second by veto, which was sustained by a hard-core GOP minority in the Senate.

But a shifting political climate emerged in the November elections as rising unemployment and grassroots support, along with pressure from labor and its allies, helped turn the tide in persuading Bush to agree to the benefits extension.

The AFL-CIO welcomed the legislation as a long-needed first step to broaden coverage of the UI system.

"The need for permanent unemployment insurance reform remains," Legislative Director Robert McGlotten said in noting that the current extended benefits arrangement is woefully lacking.

Continued on Page 3

Labor, blacks help derail Duke in Louisiana

By James B. Parks

Repudiating the racist pitch of former Klansman David Duke, Louisiana voters overwhelmingly elected Edwin Edwards, the labor-backed candidate for governor.

"It was a great victory for labor and for Louisiana," said Victor Bussie, president of the state AFL-CIO. "It was the first time that business, labor, religion, blacks, educators and women united to defeat one candidate."

Norman Hill, president of the A. Philip Randolph Institute (APRI), praised the voters of Louisiana for dealing a "resounding defeat" to Duke's "short-sighted and racist" hate campaign.

The state AFL-CIO, APRI and the Coalition of Black Trade Unionists worked hard to get out the vote in the labor and black communities, Bussie said, using telephone banks and volunteers.

About 80 percent of eligible Louisiana voters voted in the Nov. 16 runoff in which Edwards, a former three-term governor, beat Duke, a state representative, by a 61-39 percent margin. The state AFL-CIO endorsed Edwards.

Edwards received 96 percent of the black vote and 45 percent of the white vote. Edwards beat Duke among all age groups, among men and women and among all educational levels.

Edwards won because he stressed worker issues, Bussie said, particularly improving education and increasing industrial development.

Edwards' victory and the upset win of Sen. Harris Wofford (D-Pa.) shows that labor is regaining political strength, Bussie said. "The average worker and middle-class worker, union and non-union, has begun to realize that they are left out and they are turning to organizations, especially labor, to have their strength felt."

Bussie said that now that issues like health care are foremost in the voters' mind, "the labor movement is going to go up. The union has saved health care for its members and that's not true for non-union" workers.

But Hill warned that Duke's showing among white voters and his national fundraising success must serve as a "wake-up call for trade unionists, blacks and liberals."

Hill cited Duke's 60 percent vote among white families earning less than $30,000 a year as a cause of concern for labor. "We in the trade union movement know first hand the importance of unity. . . From unscrupulous employers to race-baiting politicians, we must be vigilant against divide-and-conquer tactics," he said.

"We must clearly see the basic similarity in tactics between David Duke and George Bush, between Duke and any number of backroom right-wing strategists seeking to divide America along racial and economic lines.

"There are twice as many poor whites as poor blacks in America," Hill added. "In this context, the propaganda of Duke regarding 'quotas' and 'welfare queens' is nothing but an irresponsible attempt to exploit human suffering and ignore how poverty devastates both white and black America."

The election also left the state Republican party in shambles, Bussie said. Not only did the party denounce its own candidate, Duke, but its endorsed candidate — Gov. Buddy Roemer — did not even make the runoff. The Democrats won every statewide office except secretary of state, where the Republican winner is the son of a popular former Democratic governor.

Bussie said Duke's reported entry into the presidential race is what the Republicans deserve. "George Bush and Ronald Reagan started all this business of injecting race into the issues and now it will come back on them.

"I think it was ironic that the rest of the nation thought Louisiana was backward for being in this situation when the rest of the nation elected George Bush when he was doing the same things as Duke. Bush was elected president because one black man got out of prison," he said, referring to Bush's famous ads featuring Willie Horton.

Toycott campaign targets Christmas toys from China

By Candice Johnson

The AFL-CIO will be alerting shoppers that many popular toys are made by children in China, who toil long hours under sweatshop conditions.

Members of Frontlash — the AFL-CIO's group for young workers and students — will be joined by other groups as they leaflet toy stores as part of Frontlash's third annual "Toycott" campaign at Christmas time. The federation, along with Chinese democracy groups, is urging consumers to boycott Chinese-made toys.

The national campaign gets under way Friday, Nov. 29 — traditionally the busiest shopping day of the year — with informational picketing at stores in cities from Seattle to Minneapolis to Boston.

Continuing demonstrations will be held in another 35 cities throughout the holiday shopping season.

The Toycott campaign will be kicked off at a Nov. 25 news conference at the National Press Club in Washington. Linda Golodner, executive director of the National Consumer League and Cheryl Graeve of Frontlash will outline the campaign, telling consumers why they should refuse to buy toys made in China.

Noting that China is the largest exporter of toys to the United States, AFL-CIO President Lane Kirkland called on union members to "send a strong message to the Chinese government and American business that we will not participate in persecution and exploitation through our purchases."

Frontlash leaflets will inform consumers that many popular toys, including some Barbie dolls and other Mattel products, Teenage Mutant Ninja Turtles items, Mickey Mouse and Disney characters are made in China, said Graeve.

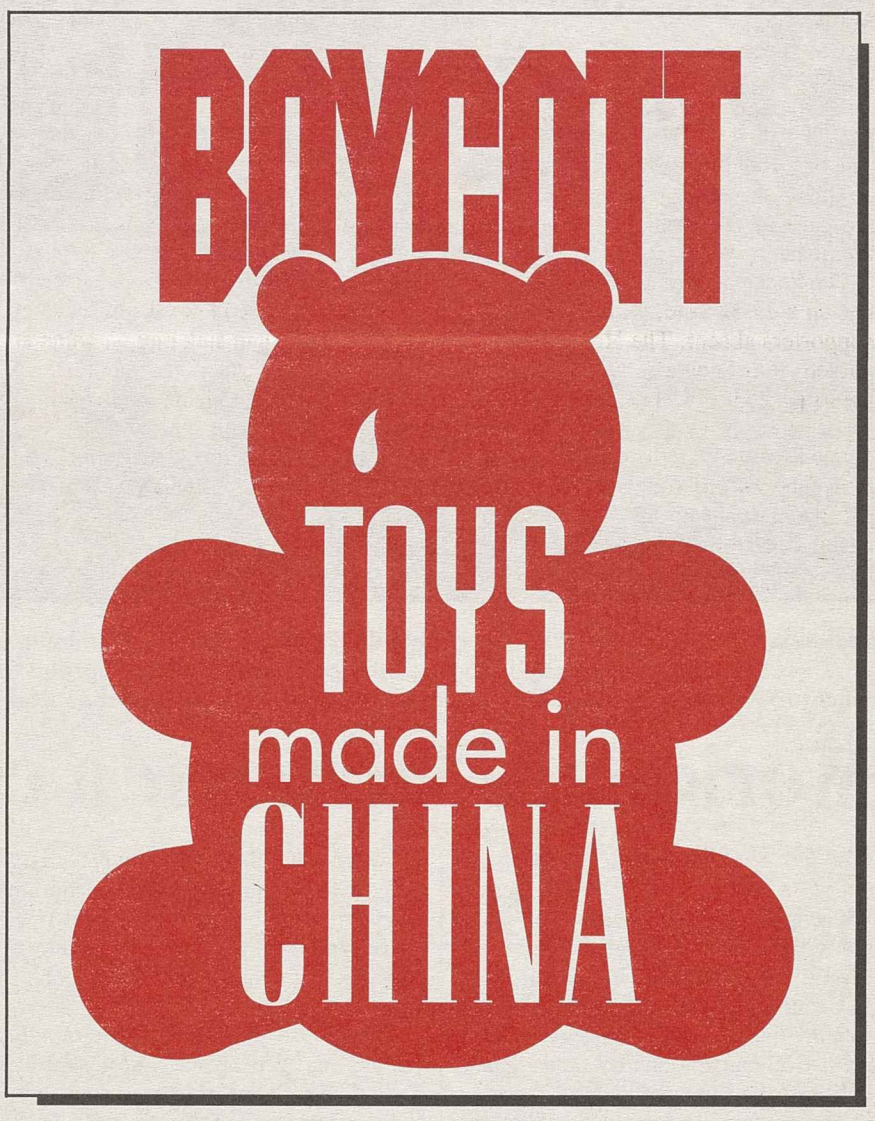
Not all Barbies or stuffed Mickey Mouse dolls or Garfield characters are made in China, she said. But the campaign is urging shoppers to look at the country-of-origin tag to determine where the toy was made.

"If it's made in China, don't buy it," she said. "The message we want to send is that toys for little children should not be made by children."

The toy business is big business, pulling in about $13 billion a year, the Toy Manufacturers Association estimates. Last year, more than $1.5 billion in toy imports came from China, the Commerce Department said. More than half of all dolls and 40 percent of some other lines of toys come from China — which means that a consumer looking for a doll has a 50 percent chance of picking up one made in China.

On Nov. 29, Frontlash also will be leafletting at toy stores in San Francisco; Los Angeles; Fort Collins, Colo.; Tysons Corner, Va.; Miami; South Bend, Ind.; New York; and Toronto.

"Toycott" supporters also will be out in force during the busy shopping weekends before the holiday.



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LEGISLATION

Family leave pending veto-proof assurance

By Colleen M. O'Neill

Family and medical leave legislation that has passed through both houses of Congress will likely not be taken up by conference committee until early next year, when political prospects may be better to override a veto by President Bush.

Congress again showed its inability to override Bush vetoes on Nov. 19 when the House failed by 12 votes to push through an appropriations bill containing a provision to reverse the administration's "gag rule" against publicly funded clinics providing information on reproductive issues.

The AFL-CIO reiterated its call for passage of family leave and other benefits to working families during the 1991 convention in Detroit. Delegates also approved a resolution opposing the "gag rule" upheld by the Supreme Court in its decision on Rust vs. Sullivan.

The federation has campaigned for nearly six years for the family and medical leave legislation, which was passed last year but vetoed by Bush. The bill would allow unpaid time off for the birth or adoption of a child and for the care of the employee or a family member.

The Senate passed S. 5 in early October on a 65-32 vote, with three known supporters absent. The House Nov. 13 passed the Senate's version of the measure 253-177, but that total was more than 30 votes short of those needed to override a threatened veto.

Besides calling for family and medical leave legislation, the convention urged full implementation of a landmark child care law passed last year and supported efforts to ensure maximum eligibility for and utilization of the newly expanded earned income tax credit.

> *"We will continue to fight for family and medical leave legislation as a necessary minimum labor standard."*
>
> **—AFL-CIO convention resolution**

"At this convention, there has been a call to take back America," said AFL-CIO Vice President Joyce Miller of the Clothing and Textile Workers. "We must also take back our families from employers, from politicians and from those that oppose our objectives."

Family leave legislation has become more urgent in the United States as more and more families have two parents in the work force or are headed by a single parent, and are without such an option.

"The United States is the only industrialized country in the world without some form of job-protected leave for workers to attend to family needs," Miller said.

European Community nations recently agreed to guarantee women 14 weeks' maternity leave at wages at least equal to sick pay in their countries. Nine of the 12 EC nations already guarantee at least 14 weeks of leave at wages higher than sick pay — some at full pay — and the agreement states those nations with stronger provisions may not lower their standards.

"Family and medical leave should be a minimum labor standard," Miller said. "Knowing your job is still there while caring for your newborn, nursing your wife back to health after a heart attack or helping your father when he broke his hip can go a long way toward financial security and peace of mind."

Although some union contracts and a few company policies provide protection, the resolution notes, "the vast majority of American workers, when faced with those real-life responsibilities, must meet them at the risk of losing their job. We will continue the fight for family and medical leave legislation as a necessary minimum labor standard."

The federation pledged to continue seeking legislative solutions to the problems of workers who are caring for children and elderly relatives while fulfilling their job responsibilities.

"We also call upon national and international union affiliates and state and local bodies to continue to seek solutions at the workplace through collective bargaining, to lobby for progressive change in policies affecting working families at the state and local level and pursue all possible community-based remedies."

Miller pointed to statistics on women in the labor force, particularly women with young children and single mothers. "Forty-five percent of the U.S. work force is comprised of women, 56 percent of them with children under the age of 5."

She also noted that studies of those companies currently providing unpaid family leave have shown no increase in costs or reduction in benefits.

In other convention action, the AFL-CIO restated its commitment to ending discrimination against women in society and the economy, urging passage of the Equal Rights Amendment and support for equality in Social Security, pensions and insurance reform, employment through job training and pay equity, health and safety on the job, child support enforcement, the elimination of violence against women, equal opportunity laws and protection against setbacks by the courts and Congress.

Recognizing that fewer than 30 percent of American families fit the traditional definition of two married parents living together, delegates also passed a resolution supporting a broader definition of "family" for fringe benefit eligibility purposes, to include all individuals who live together in a household as a family.

In approving the resolution on reproductive issues and access to medical information, "the AFL-CIO adopts a carefully considered policy of deferring to the individual judgments of its affiliates and their members on reproductive issues." The idea that a medical professional would be required by law to withhold advice vital to a patient's health is abhorrent to the AFL-CIO and could set undesirable precedents in a host of other areas, the convention noted.

The resolution opposes the Bush administration "gag rule" because "the AFL-CIO believes that 'the proper response to Rust vs. Sullivan is legislation affirming in the most uncompromising terms the right and obligation of government-financed physicians and other health care professionals to provide all relevant medical information and advice.' "

Bush finally signs legislation to extend jobless benefits

Continued from Page 1

"Only one-third of unemployed workers are eligible for initial unemployment benefits — hardly a safety net," McGlotten said.

The new two-bill combination will provide at least 13 weeks of additional compensation to workers in all states whose initial benefits ran out. Workers in states with higher jobless rates are eligible for 20 weeks of benefits.

Coverage reaches back to March 1 and will run through next June 13.

Bush signed the first part of the legislative package, which was shaped in the House, on Nov. 15. It provides for three tiers of extended benefits: six, 13 and 20 weeks, depending on the unemployment rate in each state.

The follow-up version was shaped in the Senate after some members complained their states would be short-changed with just a six-week extension.

White House officials said Bush also agreed to sign the Senate-crafted version, which would cover an additional 200,000 unemployed workers.

The initial bill that Bush signed would cost about $5.1 billion. The later version, which was attached to an unrelated trade policy bill, is estimated to cost about $400 million more.

Funding for the extended benefits will come from closing tax loopholes on high-income individuals, a temporary continuation of a UI surcharge on employers, and withholding tax refunds to persons with unpaid student loans.

But until those revenues start coming in, financing of the benefits extension will come from Unemployment Insurance Trust Fund's Extended Unemployment Compensation Account (EUAC), which had a surplus of $8 billion at the end of fiscal year 1991.

Bush had opposed the use of the EUAC monies because the administration had been clutching onto the surplus to try to gloss over its budget deficits.

During the continuing recession, about 300,000 jobless workers have been exhausting their benefits each month. Jobless benefits have run out for 1 million workers since Bush dumped the first extension bill in August.

Bush had insisted that no extension of benefits was necessary because he claimed the recession was winding down. But nearly every week more than 400,000 new claims are filed for jobless benefits. In the week ended Nov. 9, a surge in layoffs forced 493,000 workers to apply for benefits, an increase of 39,000 from the previous week.

Capitol Digest

House and Senate members reportedly have agreed on two major provisions of the Surface Transportation Act reauthorization — the funding level, $153 billion, and the length, six years. But disagreements over how the money will be spent have slowed the conference on the measure.

Some 2 million jobs would be created during the six-year term of the bill. But as the conference on the bill drags on, many states are feeling the pinch as they run out of authority to issue new highway and transit contracts. The previous authorization expired Sept. 30.

The conferees also reportedly have agreed on a Davis-Bacon prevailing wage provision satisfactory to the AFL-CIO. Unsettled issues include several areas of labor concern, such as Section 13C provisions and a role for labor in the new Metropolitan Planning Organizations, which would allocate most of state funds.

House and Senate leaders said they hoped to have the legislation finished and approved before Thanksgiving Day.

Elsewhere on Capitol Hill:

ADJOURNMENT — Congress is aiming toward a Nov. 26 date for adjournment for the year, but may have trouble meeting that goal in order to complete business on the highway and banking bills, a new Labor, Health and Human Services and Education appropriation to replace a vetoed bill, along with Defense authorization and appropriations bills.

PENSIONS — The Senate refused to grant some 40,000 "pension losers" even partial relief when it refused to table an amendment that eventually stripped those provisions from the Older Americans Act, S. 243. Those 40,000 retirees or spouses (along with tens of thousands who have since died) lost their fully vested pensions benefits before the 1974 Employment Retirement Income Security (ERISA) became law. Some of these "pension losers" testified before Congress urging coverage under ERISA.

To contact a member of Congress, write to: The Honorable (Senator or Representative's name), United States Senate (or House of Representatives), Washington, D.C. 20510 (Senate) or 20515 (House).

CONVENTION

Three new VPs elected; per capita raised 5 cents

By Candice Johnson
Detroit

AFL-CIO convention delegates wrapped up four days of deliberation in Detroit with action on 203 resolutions and two constitutional changes, including a per capita increase.

The convention also elected three new vice presidents to the Executive Council after unanimously re-electing AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue to their seventh two-year terms.

Elected to the council are James J. Norton of the Graphic Communications Union, Joaquin F. "Jack" Otero of the Transportation Communications Union and Michael Sacco of the Seafarers. They fill vacancies created by the resignations of Milan Stone, Susan Bianchi-Sand and Richard Kilroy.

The three new vice presidents join 30 incumbent vice presidents who were re-elected.

Citing a projected budget shortfall by 1993, "despite vigorous and conscientious cost-control efforts," delegates approved a five-cent increase in the per capita tax to take effect in two steps.

The per capita tax, the cost per member per month for a union to affiliate with the AFL-CIO, increases to 38 cents in January 1992 and to 40 cents the following January.

The increase was the first since 1987, when the convention voted a four-cent increase in two steps. Prior to that, the last increase was in 1983.

In action on a second constitutional amendment, the convention referred to the Executive Council a proposal to encourage affiliation with state AFL-CIOs by setting target levels for affiliates and assessing a per capita payment of an additional one cent per member per month when the target is not reached.

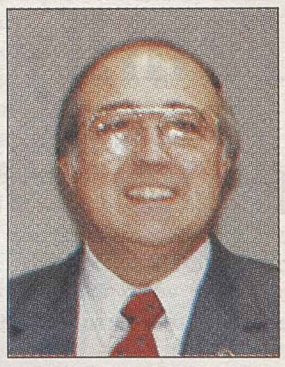
If it chooses, the council could set such a target at its midwinter 1992 meeting, but the per capita would not be imposed until after a full year of voluntary efforts to reach the target — and then it would take a two-thirds majority of the council. The funds collected would be used to assist state federation operations and activities.

The 755 delegates in the convention hall came from 81 affiliates, nine constitutional departments, 46 state and 140 local AFL-CIOs, one directly affiliated union and two fraternal organizations, Credentials Committee Chair Joyce Miller reported to the convention.

Of the 203 resolutions, 67 were adopted, 35 were adopted as amended and 83 were covered by other resolutions. No action was taken on three resolutions because the policies proposed are already in place and no action was deemed necessary. Non-concurrence was voted on one resolution and 14 were referred to the Executive Council.

Norton

Sacco


Otero

Kirkland, 69, was nominated to his seventh term by President Timothy Brown of the Masters, Mates and Pilots, Kirkland's union. The second was by G.O. Smoak, president of the South Carolina AFL-CIO, Kirkland's home state.

Donahue, 63, was nominated by the president of his union, John J. Sweeney of the Service Employees, with the second by President Ed Cleary of the New York State AFL-CIO, Donahue's home state.

The new vice presidents tapped by the convention represent a broad range of trade union concerns, from the maritime and railroad industries to printing and publications. One, Otero, is the first Hispanic to serve on the council.

Sacco, 54, has served as the SIU president since 1988 and also is president of the AFL-CIO Maritime Trades Department.

He joined the SIU in 1958, serving on U.S. merchant vessels until he came ashore to hold several union offices. From 1976 through 1988, Sacco headed the SIU's Great Lakes and Inland Waters division.

Otero, 57, is a TCU vice president and president of the Labor Council for Latin American Advancement. He has served as a TCU vice president since 1971 and was nominated to the Executive Council post by Robert Scardelletti, the new TCU president.

Otero emigrated from Cuba in 1954 and began working for the Illinois Terminal Railroad Co. in St. Louis. He was elected to office in the TCU in 1958. One of the founders of LCLAA in 1972, Otero was elected president of the group in 1985.

James J. Norton, 61, has served as GCIU president since 1985. A native of Boston, he joined the International Photo Engravers Union in 1949 and was elected to international office in 1963.

In 1978, he was elected secretary of the Graphic Arts International Union and in 1983 was elected to that office in the merged GCIU.

Organizing set as a top priority

Detroit

Delegates to the AFL-CIO convention renewed the vow to "bring the benefits of trade unionism to every worker."

Labor's recent victories give cause for optimism, said Service Employees President John Sweeney, who chairs the federation's committee on organizing.

Among other union gains, Sweeney cited AFSCME wins at the University of Minnesota and University of Illinois, the Communications Workers' victory among health care workers at Buffalo's Mercy Hospital and SEIU's successful campaigns among nurses in Miami and janitors in Los Angeles.

Despite these successes, however, the number of new non-union jobs is soaring, Sweeney pointed out. He urged unions to devote more resources for organizing, use union members as organizers, organize around contract and bargaining campaigns and raise the status of organizers.

Vincent Sirabella, organizing director for the Hotel Employees and Restaurant Employees, stressed that unions must make a commitment to "develop quality training" for organizers and to develop and fund innovative efforts.

Sirabella applauded the AFL-CIO Organizing Institute for its efforts in bringing together now 10 affiliates to work together in recruiting and training a new generation of organizers, but stressed that organizing remains the responsibility of affiliated unions.

Mine Workers President Richard Trumka also called on the AFL-CIO — through the Organizing Institute and the Department of Organization and Field Services — to "take the lead in coordinating a massive organizing effort" that uses the talents and skills of trade unionists.

Changes are needed to counter the sophisticated union-busters and anti-union firms who use the nation's lopsided labor laws to block workers from exercising their rights to organize, speakers agreed.

AFL-CIO Vice Presidents Lenore Miller and Jack Sheinkman outlined some of the problems their unions have faced in organizing, especially in the South.

In Pelahatchie, Miss., 300 poultry workers who voted to join the Retail, Wholesale and Department Store Union are still battling for a first contract, Miller said. While those numbers don't show up in the organized column, the campaign is a victory because "those people know they have a trade union," she said.

Sheinkman, president of the Clothing and Textile Workers, told the story of the effectiveness of the current law — a settlement at Milliken Mills in Darlington, S.C., 24 years later, after one-third of the work force had died. An organizing victory won in 1956 was answered with a company shutdown. The dispute was not resolved with a back-pay settlement until 1980.

Recalling President Franklin D. Roosevelt's statement that "if I were an American worker, the first thing that I would do would be to join a union," AFL-CIO Vice President John DeConcini said the Depression-era president "was the best organizer we ever had."

Organizing efforts should encourage union members, the convention said, to "develop leads among their unorganized acquaintances and to develop volunteer organizing programs within their own unions," as well as "community activists who support labor's goals."

Cooperation among affiliates, greater use of state and local AFL-CIOs, mass demonstrations of support and solidarity and aid from the international labor community are key, the resolution said.

The convention said "a broad range of strategies and tactics aimed at reaching a larger of numbers of unorganized workers" should include:

- Analysis of industry and demographic trends for use by affiliates involved in key manufacturing and service sector and regional campaigns.
- Development of specialized programs to meet the job and organizing needs of health care workers, in light of the 1991 U.S. Supreme Court decision on hospital unit determination.
- Expansion of corporate campaign tactics and partnership with the worldwide union movement.
- Continued support for the Organizing Institute and its program to recruit, train and place organizers.

Other speakers were President Ken Coss, Rubber Workers; President Mark Tully Massagli, Musicians; Secretary-Treasurer Bill Lucy, AFSCME; Helen Verhage, Somerset County, N.J., AFL-CIO; Paul Varacalli, SEIU; Al Gruhn, President, California AFL-CIO; and Justin Ostro, Machinists.

Guerrero scores domestic policy

Detroit

The United States rebuilt western Europe and Japan and their economies, and now it's time to take care of this country, a top Hispanic public official told the AFL-CIO convention.

"We lead the world in debt and our ports, bridges and roadways are crumbling before our eyes as our industrial base moves overseas," said Texas Railroad Commissioner Lena Guerrero.

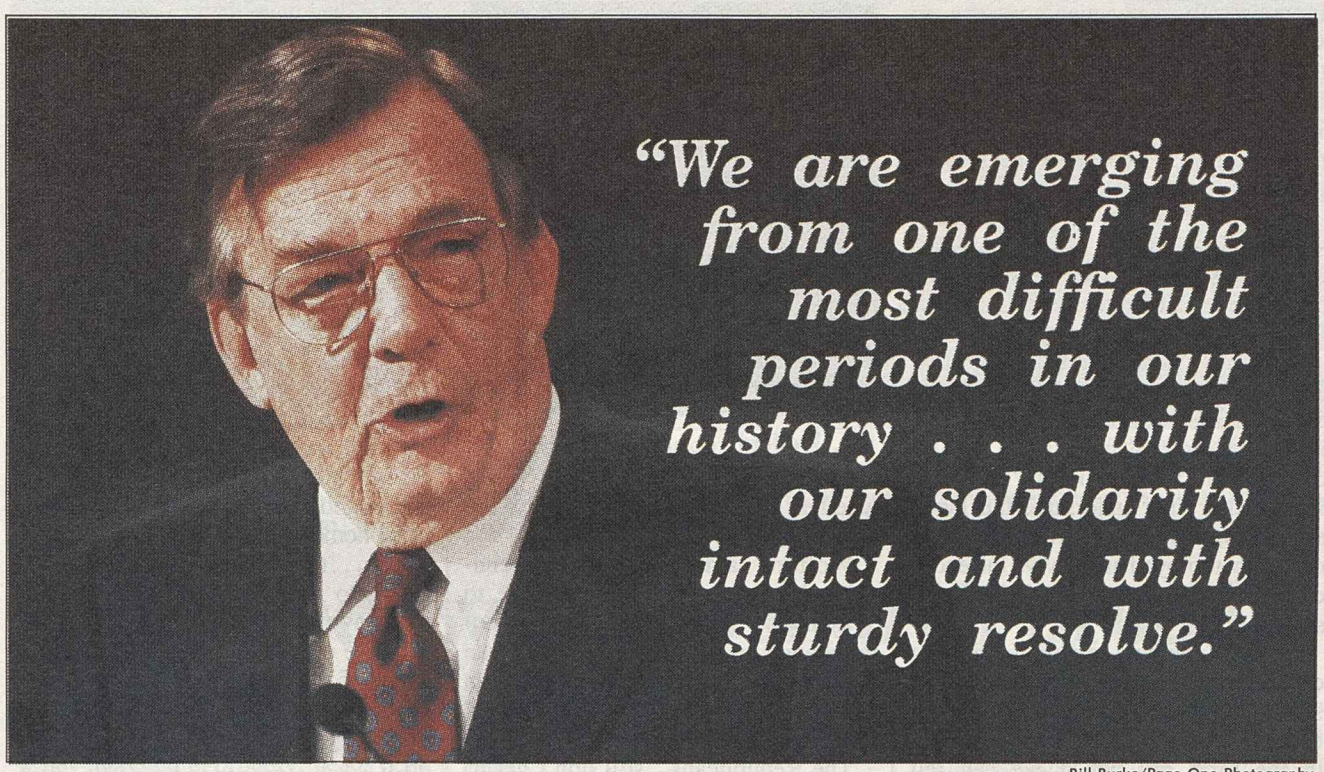
The labor movement's solidarity and assistance helped "crumble the walls of oppression throughout eastern Europe and yet the domestic political threat to our economic security, freedom, rights and dignity as individual human beings gets worse," she said. "We find that America is a nation where one in 10 need government assistance to buy food. . . where 33 million cannot afford insurance to care for basic health."

Guerrero, the first woman and the first minority ever to sit on the powerful commission, said leadership from the Democratic party is needed to turn the country around.

"We need leadership in America that rebuilds the public trust and faith in the individual, in our unions, in our schools, in our private sector and in our public sector," Guerrero said.

The key to victory, she said, is that the Democrats "must renew American faith in the power of government, not only to do good things, but to do good things right. If we do that, the voters will make a change."

Kirkland: Rugged unionists up to challenge



Bill Burke/Page One Photography

The following are excerpts from the keynote address by AFL-CIO President Lane Kirkland to the 19th biennial convention:

Unlike some of America's political patriots and flag-huggers, we really do believe in the values expressed in those words of the Pledge of Allegiance: "liberty and justice for all."

Now we know the bitter consequences of the degradation of those values over the past decade: the export of jobs, the devastation of our cities and communities, and a deep recession that has brought soaring poverty and unemployment.

This was no random turn of history, but a well-planned assault by Corporate America and its allies in the White House upon the rights and standards of Americans who work for a living and who give this country its flesh and blood.

Your task is to launch a new and stronger counterattack, demanding action now by our government on the issues of concern that our members share with working people everywhere.

A shambles of a health care system forces them to the very edge of safety — where only the luck of the draw in the lottery of accidents and diseases stands between them and enlistment in the ranks of the street people. Clearly, the country needs, and the country demands, national health care reform.

And it cries out for a new direction in the trade policies of an administration that strips American workers and communities of their jobs to serve the avarice of flagless, soulless corporations who run out on this country and the minimum conditions, standards and protections of a decent society.

The highest court in the land has held that while the right to strike exists, it is secondary to the employer's freedom to fire anyone who exercises that right. In a free society, the freedom of property must be balanced by the freedom of labor, and there can be no such freedom without the right to strike. In fighting for the Workplace Fairness Act, we are fighting to secure "liberty and justice for all." To continue to build, through fair agreements, a better America in which to work and live, we shall not rest until the principles embodied in H.R. 5 and S. 55 are solidly on the statute books.

There are, to be sure, many other matters that are of vital concern to us — family issues, civil rights, court "packing" and all the rest. But experience teaches us that those who are right on the lead issues will tend to be right on all the rest, no matter how complex and controversial they may seem to some. Complexities fall away to reveal the clear daylight of truth when candidates bring themselves to answer that first question: "Which side are you on?"

Harris Wofford's victory in Pennsylvania has sounded a reveille in Washington. Some Republican senators heard it and lo, they produced a health plan — one that can more accurately be described as what to do instead of a health plan.

In 1988, George Bush asked the country for a thousand points of light. On Solidarity Day 1991, we brought 325,000 burning points of light to his doorstep in Washington — which turned out to be much more than he bargained for.

There was another thing that George Bush said in that speech in 1988 that we do not intend to let him forget. He made a solemn pledge to create 30 million new jobs in his time in office. Remember?

Well, I have been keeping track, and we are getting royally stiffed. Giving him full credit for a small growth in jobs before his recession began to destroy them, he now owes us about 29,750,000. He has only a year left to come across, and the jobs he proposes to create in Mexico with his free trade agreement, and in the prisons of his most favored nation, Red China, do not count.

There are those who criticize President Bush for spending too much time overseas and not enough on domestic affairs. I do not agree with that criticism.

After all, we once had, and are entitled to have, presidents who can walk and chew gum at the same time.

The real question is not where he goes, but where he stands. In the light of the positions that his administration has taken on a host of domestic issues that concern us, perhaps he should stay abroad and leave his underlings here to fumble the ball.

Perhaps if he stayed abroad longer and looked around a little more, he might learn a few useful things. He might notice the higher occupational safety and health protections of Western Europe.

He might observe that every other industrial nation guarantees its citizens access to health care. He might even discover the fact that America's most successful competitors are far more generous with family leave and unemployment compensation, and that the "permanent replacement" of strikers is virtually unheard of outside the United States.

From 1981 to 1989, the combined wages of those who make less than $50,000 a year increased an average of just 2 percent a year.

During the same period, the combined salaries of all who make more than $1 million a year increased 2,184 percent.

The laws and administrative procedures designed to protect the right of workers to organize trade unions serve instead to delay and frustrate its exercise.

The amiable notion that all are equal before the law is a mockery when breaking the law incurs, at most, the penalty of reinstatement and back pay for the aggrieved, another modest cost of doing business.

I ask you, what would be the impact upon the occurrence of crime in the streets if the only penalty one had to pay for mugging someone was to return the stolen money if caught? Surely that would be regarded as a license fee rather than a deterrent.

Yet this is only the beginning of the long list of misdeeds committed by corporate un-America in the name of "competitiveness." What does that catchword really mean, and how does it serve this country?

I give you the recent words of the president of NCR Corporation: "American competitiveness? I don't think about it at all. We at NCR think of ourselves as a globally competitive company that happens to be headquartered in the United States."

Perhaps it is time to resurrect the congressional un-American activities committees — only this time there should be hauled before them the real subverters of the nation's security, the privileged betrayers of American interests who roam the world in search of the cheapest and most oppressed labor, while reserving for themselves the right to live under American standards and protections.

And while we're at it, we can bring in the S&L bandits, the laundrymen who hustle for crooked international banks, the junk bond junkies who leveraged away our productive capacity, the revolving-door turncoats and foreign agents, the American companies that made money supplying Saddam Hussein in the months before he invaded Kuwait, and the corporate overseers who, in the name of "competitiveness," condemn their employees to occupational death and disease.

The recent tragedy at Hamlet, North Carolina, is only one chapter among volumes of evidence refuting the assertion that modern laws adequately protect workers, that unions have done their job and are no longer needed. We all know that on too many occasions, employers will ignore and break those laws unless they know someone is watching, and even then the cost is not too high.

From the shipyards of Gdansk to the factories of Santiago, from Pretoria to Tirana — and now in the streets of Moscow, Kiev and cities throughout the republics of the former Soviet Union — ordinary working people, pursuing their natural aspirations to breath free and gain control of their lives, are the essential source of peaceful democratic revolutions that are driving tyrants from their thrones.

We have every right to be proud that the AFL-CIO has been their most steadfast resource.

Though the Cold War with communism seems to be nearing its end, the struggle for humanity goes on. Judging from current events, the next long worldwide confrontation — the next Cold War, if you please — may well be on the barricades between those who stand for human rights and popular democracy, and those who serve communism's mirror image — the New Nomenklatura — the forces of flagless capital, in league with their handmaidens, the finance ministers and the idealogues and high priests of free market idolatry.

Though I've heard the old timers bemoan the alleged absence of trade union spirit in our younger members, and complain that today's trade unionists are just coasting on the sacrifices of those who went before, I am here to tell you otherwise.

We are emerging from one of the most difficult periods in our history as a movement. We are doing so with our membership level as high as it has ever been, with our solidarity intact, and with sturdy resolve.

And this generation of trade unionists has earned its stripes like no other in our history.

Anyone inclined to dispute that should listen to the thousands of Machinists, Piltos and Transport Workers flight attendants who battled Frank Lorenzo to a stand-still.

They should take note of the brutal struggles at Ravenswood, Greyhound, International Paper, the New York Daily News — and at scores of other worksites around the country.

From the coal miners at Pittston and Decker, to the communications and electrical workers at NYNEX, and across the south at textile mills and catfish plants — all the many places where people have come under the worst kinds of assaults for daring to stand on their feet instead of on their knees — a new generation of rugged trade unionists is here. And those who carry the labor movement through the 21st Century will be richer for their courage and spirit.

No one, but no one, in the world beats the unions of the AFL-CIO in the dedication and commitment of their members.

This generation has indeed paid its dues. As its tribunes, I salute you. And I summon you now to stay the course: Full ahead; steady as she goes.

Wofford: 'Labor message will shake up country'

By James B. Parks
Detroit

Labor's message is America's message and that message is going to shake up the country and drive George Bush from the White House, Sen. Harris P. Wofford (D-Pa.) told delegates to the AFL-CIO convention.

A week after his successful campaign to become Pennsylvania's first Democratic senator in 23 years, Wofford told the cheering crowd that he owes his election to organized labor. "We had the strongest Democratic-labor partnership I've ever seen," he said, calling that liaison the key to victory in future races.

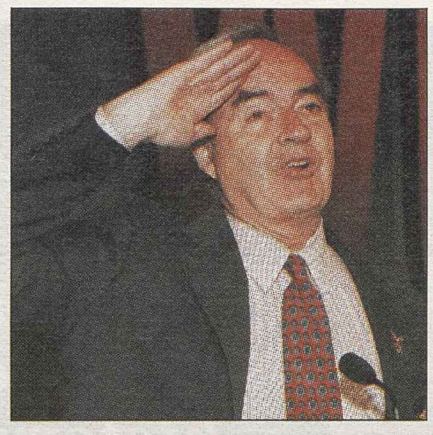
Wofford, dubbed by AFL-CIO President Lane Kirkland as "the man who is taking our message to Washington," received a standing ovation as he entered the convention hall wearing a "Union Yes" hat. His speech was interrupted 15 times by applause.

Wofford's appearance marked the third consecutive day that the delegates and every congressional speaker celebrated the Pennsylvanian's victory, in which he came from 44 points behind to defeat the epitome of the Washington Republican establishment, Richard Thornburgh, a former Bush attorney general and also a former Pennsylvania governor.

Wofford's victory "sounded a reveille in Washington," Kirkland said, and clearly showed that he was on the side of labor, a test other candidates will face.

Wofford won on "gut issues" that Kirkland said would tell labor which side other candidates are on. These issues are workplace fairness, health care reform, trade policies "that reinforce rather than undermine fair labor standards, action to address the plight of the unemployed and revive the economy from the ground up," Kirkland said.

"This is the acid test with which to cut through the blather, evasions and smoke screens of candidates for national office," he said. "This is our line in the sand, by which we can tell whether they are on our side or the other side."



Sen. Wofford reports for duty.

Wofford said the people in Pennsylvania "sent a wake-up call to Washington" that they want fundamental change and that it is "time to take care of our own people and our own problems. They said they want national health insurance and they want it now!"

The Republicans "still don't get it. It's the shadow of fear. . . over all working Americans, the fear that they are one pink slip away, one accident, one major illness away from having no health care or of going bankrupt."

He attacked the Bush administration's failure to sign earlier legislation extending unemployment benefits. It is a "scandal that the unemployment insurance trust fund of $8 billion just sits there unused because this president says it would bust the budget."

"That is bookkeeping fraud" from a president who "finds billions to bail out the S&L crooks and kingpins," he said.

His victory was a triumph of an idea whose time has come, Wofford said, and that idea is to "look homeward, to bring homeward the better angels of our nature. . . to bring the spirit of the Peace Corps to America."

But Wofford warned that turning the promise of Pennsylvania into the victories of the future will require a long hard battle. But the people have called for change and "we better damn well do it."

Forum begins unions' effort in '92 election

Continued from Page 1

filiated unions and state and local central bodies for use in membership and COPE meetings. That transcript will be in a special section in the Dec. 16 issue of the AFL-CIO News. As in previous years, unions will use their own procedures to sample membership preference and decide which, if any, candidate to support.

In response to questions from moderator Paul Duke, and in opening and closing statements, the presidential candidates sounded similar themes.

In order to have economic renewal, Kerrey said, there must be fundamental change in the way government is organized so it can be more efficient and more effective in solving the problems Americans face.

"We need fundamental change in the way we finance health care so that health care is established as a right and an environment in which we control the cost," Kerrey said, pointing out that he has introduced a single-payer health insurance reform program that would be funded through new progressive taxes.

He called for a partnership between government and local school districts to improve education.

Most particularly, he said, "we need a change of values so that we begin to care more about posterity than we do about popularity."

Clinton, saying he has seen the suffering of the middle class firsthand, called for national leadership to recover economic leadership and reclaim our children's future.

He said the nation needs economic policies that are determined by what it takes to compete and win in a global economy.

That policy would include "tough and fair trade," affordable health care and increased funding for Head Start, apprenticeships and college education.

He also said he would challenge Americans to assume new responsibilities such as giving the poor the opportunity to get off welfare and for students to pay for college education by completing two years of national service.

Brown said the power of organized labor, the Democratic party and the people has been eroded because of the "corrupt grip of the few on our governing institutions."

He said he would not accept any campaign contributions above $100 to "cut the umbilical cord that I have certainly long held onto and what every major politician in this country still sucks on, that umbilical cord to corrupt money that is undermining this country."

For Tsongas, the issues boil down to a lack of a national economic battle plan. "The cold war is over. Japan won and Germany won and Taiwan won and Switzerland won." The policies of the Bush and Reagan years have brought the country to its knees, he said.

"The clever politics today is to do the same thing the Republicans do, which is to divide," said Tsongas. "When George Bush put Willie Horton on that ad, he knew what he was doing. If we do nothing in 1992, we have to put George Bush out and say, once and for all, 'it's your kind of politics that gives us David Duke.' David Duke is the son of George Bush."

The country has been subject to a "hostile takeover," Wilder said. "Greed and prejudice have been used against us, the middle class pitted against the poor, in order to divert the attention from the real culprit — voodoo economics," he said.

After a decade of "code-word politics," it's time to start healing America, he said. The next president must combine Franklin Roosevelt's commitment to fiscal and financial sanity and John F. Kennedy's dedication to fighting discrimination, Wilder said.

To heal America, Wilder said, "we must stop exporting our jobs, stop taxing the middle class, stop treating a health system that leaves more and more people unable to afford basic food, stop favoring nations that use prison labor and stop sacrificing American workers for Washington's mistakes."

Harkin, who chronicled his family's labor background, attacked Bush for praising labor in every other part of the world, "but (doing) his level best to destroy the free labor movement here in America."

He criticized the "trickle-down" economics of Bush and Reagan. "Old George Bush, he was over in Rome a couple weeks ago, he said there wasn't a recession over there, meaning here, our country. Old George Herbert Walker Bush can't get it right. Born on third base, he thinks he hit a triple."

He said his economic program would invest our wealth at home in roads, highways and other parts of the infrastructure so that wealth would "percolate up."

"We're not broke. It's just that all the money is in a few hands. That's what's wrong. It's in a small pot. Money is like fertilizer. It works better if you spread it around a little bit," Harkin said.

The presidential process gives union members and their families the maximum amount of information from which to make a decision on the candidates, said Bricklayers President John T. Joyce in introducing the resolution.

The resolution sets voluntary guidelines for the presidential process that call for affiliated unions not to make public endorsements of presidential candidates before the AFL-CIO moves toward a consensus.

Union officers and staff should not participate on presidential candidates' committees or solicit funds for them, but they should offer equal courtesy and "start up" help to all announced candidates.

If a two-thirds majority of the affiliates appears to agree on a single candidate, AFL-CIO President Lane Kirkland could call a meeting of the General Board to consider an endorsement.

In 1983, the AFL-CIO endorsed Walter Mondale before the primaries. In 1988, when no such two-thirds majority emerged during the primary campaign, the federation endorsed Michael Dukakis after the political parties finished their nominating conventions.

Bill Burke/Page One Photography

Democratic presidential candidates appearing at the AFL-CIO forum were from left, Bill Clinton, Robert Kerrey, Edmund "Jerry" Brown, forum moderator Paul Duke, Douglas Wilder, Thomas Harkin and Paul Tsongas.

Ray Crowell/Page One Photography

AFL-CIO Vice Presidents Jay Mazur of the Ladies' Garment Workers (left), and Morton Bahr of the Communications Workers (second from right) greet Bernice Wilson and Norma and Ramon Vela, who are fasting to protest the unfairness of "permanent replacements" used by Rainfair in Racine, Wis.

'Replaced' workers march proudly

By Muriel H. Cooper
Detroit

They marched in proudly, heads held high, claiming victory. They had been "permanently replaced," and whether they had regained their jobs or not, they were the true heroes in the fight for workplace fairness.

The demonstration staged by these 105 workers was one of the high points of the AFL-CIO convention, when delegates came face to face with the heart of the labor movement — workers fighting for justice in workplaces across America.

The workers marched in two groups — the first representing those who had won the long fight to regain their jobs and the second representing those still on strike.

The first group, entering the hall singing "Solidarity Forever," came from such places as Delta Pride Catfish in Mississippi and Decker Coal in Wyoming, two companies that used "permanent replacements" in an effort to bust their unions. Through sweat and tears and years of litigation, the workers prevailed.

The second, hailed by AFL-CIO President Lane Kirkland as members of the "roll of honor" for fighting on the front lines of the struggle, entered the hall to the strains of "Union Yes" and to the thunderous applause of the delegates.

"We all know there are many, many more who represent the untold human price that's paid by workers and their families, victims of vicious employer greed and cold insensitivity, said Secretary-Treasurer Thomas R. Donahue. "It's time we put a stop to it."

Many have not worked or have been relegated to the list of under-employed for several years. "You get by and that's all," said Bobbi Hecimovich of the "Hibbing 7," a group of women who were forced on strike by American Linen in Minnesota four years ago. "I didn't think it would last this long, but the legal system has prolonged it."

Co-worker Linda Perry said she had worked a few jobs in the past four years. "But, I had to pay day care. The only thing I could find were minimum-wage jobs," she said, recounting the classic tale of working to pay the baby-sitter.

Paperworker William Meserve offered a first-hand case study of how devastating the effects are of using "permanent replacements." Almost half of the working population in Jay, Maine, was out of work when International Paper brought in scabs in 1988.

"It's sick," said Meserve of IP's management style, which destroyed businesses and families in the small community. "It shows you who is running America. I came (to Detroit) and I represent 1,200 people. I'd like to see all 1,200 of my people here with me today."

Sen. Howard Metzenbaum (D-Ohio), the chief sponsor of S. 55, the Workplace Fairness bill that would outlaw "permanent replacement" workers, assailed the corporate mentality that seeks to rob union workers of their jobs.

"These employers have no sense of loyalty to their workers," he told the replaced workers. "They have no interest in fairness or in collective bargaining. Their goal is to escalate strikes into bitter battles with their workers. It destroys the lives of the working force. It cripples the unions, and it is time we put that kind of management out of business once and for all."

Lois Waggonner, a member of IUE Local 825 in Illinois, said the law definitely would help to send a message to employers. "If the law had been in place, we would have been back to work in 30 days," she said. "Before, it just wasn't the American thing to do."

S. 55 gets boost as Senate leader signs on

Continued from Page 1

companies have resorted to the tactic as a union-busting device. The result has been the destruction of families and communities and the poisoning of labor-management relations.

AFL-CIO Vice President Wayne Glenn of the Paperworkers described such a situation during debate on the resolution. In Jay, Maine, he said, the community is still reeling from the 1988 "permanent replacement" of 2,300 striking Paperworkers at International Paper.

"When the city manager testified before the congressional committee on this bill, he told how this little town has been destroyed because of the division," Glenn said. "The former employees have no income, and the scabs all live in the countryside — they don't live in the city and they don't spend any money in Jay, Maine. So the town is just going down. It is a situation that won't be corrected in the next 20 years unless we do our job."

Other delegates expressed their outrage at having a law that undermines worker rights and American communities. And they described the pain of watching their brothers and sisters suffer just because they stood up for their families.

Steelworkers President Lynn R. Williams asked for a salute to Local 5668 from Ravenswood, W.Va., where 1,700 workers were locked out and "permanently replaced" a year ago for standing up for health and safety issues and pensions.

"These are by and large people who worked in that plant from the beginning or for most of its history . . . built a fine community, had decent wages, raised their families properly," he said. "Just the kind of community and just the kind of people that you think about when you think about trade unionists and you think about fine American communities and towns across the country.

"The average age of our people who have been locked out is 52," he said. "The average service of the group that has been locked out there is 22 years of service."

Floor speakers also noted the irony of a country that is quick to acknowledge the right of striking workers abroad, yet shuns the practice here.

On the final day of the convention, AFL-CIO President Lane Kirkland announced that Senate Majority Leader George J. Mitchell (D-Maine) had informed his state's AFL-CIO delegation that he would become a co-sponsor for S. 55.

"We owe it to America's working men and women — and to our nation as a whole — to promote equal collective bargaining and a greater spirit of cooperation between labor and management to meet the challenges of the 1990s and beyond," Mitchell wrote. "S. 55 is an important step in that direction."

Labor's efforts to ban these strikebreakers also got a boost from newly elected Sen. Harris P. Wofford (D-Pa.), who followed his triumphant appearance at the convention with a letter to Lukens Steel in Coatesville, Pa., urging that company not to hire "permanent replacements" for striking USWA members.

Wofford wrote that hiring scabs would create more problems in the town and surrounding communities and reiterated his intention to press for passage of S. 55. The workers at Lukens were forced on strike on Oct. 1 while seeking pension improvements, changes in the company's practice of contracting out work and pay raises.

United labor declares war on Fort RAC

Detroit

A united AFL-CIO took the embattled Steelworkers at Ravenswood Aluminum Corp. under its wing, assigning the case to its Strategic Approaches Committee, setting up a relief fund and effectively declaring war against Fort RAC.

RAC locked out 1,700 USWA members in November 1990 and immediately "permanently replaced" them with busloads of scabs. Even during contract negotiations, the company surrounded the plant with barbed wire fences, boarded up the windows and brought in "goon guards," refrigerated boxcars of food, mobile homes and video cameras — all as part of the master plan to bust the union.

Corporate assault

That corporate assault, a throwback to an earlier day of U.S. industrial relations, resulted in the National Labor Relations Board issuing unfair labor charges against the company for its actions against USWA Local 5668 members. The Occupational Safety and Health Administration also has been notified about health and safety concerns in the plant, a key issue in bargaining.

The AFL-CIO convention declared that "the continuing brutal attack on the 1,700 Ravenswood workers is not just an outrage against those courageous USWA members, their families, their community, their union, but is an injustice against every trade unionist, every trade union, every American working family throughout our great nation and must not be allowed to continue."

The Strategic Approaches Committee is charged with establishing a Ravenswood Lockout Fund, with the federation contributing an initial $25,000, and instituting a corporate campaign aimed at businesses that use RAC aluminum. International efforts to get to Marc Rich, owner of the plant and a U.S. fugitive, will be increased, and the labor movement will rally with strikers at Fort Unity, set up outside the plant.

On-site coordinator

Coordinating the effort will be Gary Horton, an AFL-CIO field representative who helped direct the successful campaign against the New York Daily News.

Horton will serve as the on-site point man in coordinating affiliate rallies and expanding the outreach program. He also will be tracing the shipment of RAC aluminum to target companies currently using the product.

"What's being done to workers in terms of locked-out workers, in terms of striker replacement, in terms of scabs, is a sin against all America," said USWA President Lynn Williams, chairman of the Strategic Approaches Committee. "But when you add to that the insult of it being done by a wanted criminal, it surely is a situation that we can't bring to an end too quickly."

The committee currently is continuing to work in solidarity with the Amalgamated Transit Union in its 20-month strike against Greyhound Lines Inc. Besides the Daily News campaign, the committee previously rallied labor to the side of workers striking USX, the National Football League and Eastern Airlines.

Despite wins, rights leaders see equality as distant goal

By James B. Parks
Detroit

Despite many successes, the labor movement and its civil rights allies face a multitude of challenges before equal opportunity becomes a reality, NAACP Executive Director Benjamin Hooks told the AFL-CIO convention.

Hooks and Patrisha Wright, director of governmental affairs for the Disability Rights Education and Defense Fund, thanked the AFL-CIO for its support in gaining passage for the Civil Rights Act of 1991 and the Americans with Disabilities Act, respectively.

In introducing Hooks as "the nation's leading voice for racial equality," AFL-CIO President Lane Kirkland noted that organized labor and the civil rights community march together on many issues through the Leadership Conference on Civil Rights, including the opposition to Clarence Thomas's nomination to the U.S. Supreme Court.

Hooks said the civil rights coalition must ensure that those it helped elect repay that debt by helping to advance the civil rights and workers' agenda.

"There's no reason why in this rich and affluent country that 30 million Americans don't have adequate health care," Hooks told the crowd. "We must gird up our loins and remind those friends that were elected to the Senate and House we want them to vote and we want them to vote right, open their mouths and stand up for principles."

"Whether they're Republicans or Democrats, if we help them, let us see to it that they vote right and that Americans do not go to bed without health care, that the homeless do not roam the streets and children do not go to bed hungry."

Hooks, who pledged the NAACP's full support in passing the Workplace Fairness bills, exhorted the delegates not to forget where they came from.

"We can't organize if we fall too much in love with our plush seats, our comfortable chairs, our air-conditioned offices and don't get out there in the streets where the action is and meet the folk who need organizing," he said.

He challenged the convention to "take back America to organize the unorganized. . . to eliminate the cancer of racial prejudice. . . to guarantee that every worker makes a decent and livable wage. . . to stop the greedy from robbing the needy. . . so every man and woman can look up and be proud of the fact that we are Americans."

Wright noted that labor, which helped secure passage of the Americans with Disabilities Act, also will have a major part in the implementation of the act.

"Shop stewards will play a a key role in the success of the employment provisions," she said. "They will have the responsibility to assist the disabled worker in obtaining the accommodation they might need to do the job."

The act was necessary to overcome policies that treated the disabled as second-class citizens, Wright said. "Over the last hundred years, we have created a culture of obsolescence. If you're a worker who gets old, we throw you out. If a worker gets injured, we let them go. This has created the national public policy of uselessness towards people with disability, a policy that supports isolationism, segregation and separate but equal."

That policy forced 68 percent of the job-ready disabled to be unemployed, she said, and found disabled men making 63 cents on a dollar, disabled women 26 cents and disabled minority women 12 cents.

Her organization has set up a number offering technical assistance to help shop stewards in negotiations as it applies to the disabled and the law, Wright said.

"We can't organize if we fall too much in love with our plush seats, our comfortable chairs, our air-conditioned offices and don't get out there in the streets where the action is and meet the folk who need organizing."

—Benjamin Hooks

AFL-CIO calls for enforcement of rights laws

Detroit

After winning a two-year battle with the White House over the Civil Rights Act of 1991, the AFL-CIO pledged its commitment to further achievements for equal employment opportunity.

The resolution passed by delegates calls on the Bush administration to stop trying to weaken the nation's civil rights laws and start enforcing those laws vigorously and effectively.

"We call on our members to work closely with our civil rights and women's rights allies for broader support and strict enforcement of civil rights laws that provide equal opportunity to all members in our society," said AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union, who chairs the federation's civil rights committee.

The resolution supports affirmative action, opposes discrimination based on sexual orientation, supports the rights of people with disabilities, opposes extremist groups, supports the United Negro College Fund and urges affiliates to participate in and work for the AFL-CIO support groups.

Congress passed the civil rights measure by large margins in both houses, and President Bush signed the bill Nov. 21 in a White House ceremony. The bill clarifies the nation's civil rights laws after several Supreme Court rulings made it more difficult for victims to prove discrimination.

Speaking in support of the resolution, AFL-CIO Vice President Jay Mazur of the Ladies' Garment Workers hailed the creation of the federation's latest support group, the Asian Pacific American Labor Alliance as "an historic event" that recognizes the rights of Asian Pacific Americans in this country.

Other speakers included Katie Quan, executive director of the Asian Pacific American Labor Alliance and Mary Botkin of the Marion, Polk and Yamhill Counties Central Labor Council in Oregon.

'Labor must stand up for workplace fairness'

Detroit

Two key committee members on labor's biggest issues in Congress challenged the AFL-CIO to stand up and let both Democrats and Republicans know that organized labor will do whatever it takes to pass the Workplace Fairness bills.

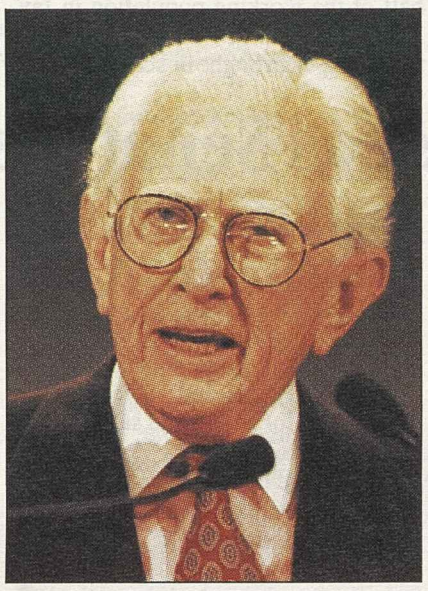
"Make no mistake about it. It's a battle that will put the trade union movement to the test," said Sen. Howard M. Metzenbaum (D-Ohio), chairman of the Labor and Human Resources labor subcommittee and author of the Senate bill, S. 55. "Because unless we prevail, your strongest weapon, your right to strike, will end up on the junk heap of history," he said.

Rep. William D. Ford (D-Mich.), chairman of the Education and Labor Committee who led the fight for passage of H.R. 5 in the House, said, "We have got to take on the people who say organized labor has become a toothless tiger in this country, and when it gets tough and it's a little hard to push, organized labor hasn't got it anymore. I don't believe that."

Both men said the fight to pass S. 55 will be tough and it will take concerted action by labor to ensure victory. "You have to lobby back in your own states, whatever that state may be," Metzenbaum said. "You have to go out and you have to picket."

Labor has to draw the line and let legislators know there will be a price to pay if the bill does not pass, they said. "It's a simple black-and-white issue. A guy has to answer you. . . he either is with you or against you. You get enough of them with you and we'll pass that law next year," said Ford.

Rep. William D. Ford



Sen. Howard M. Metzenbaum

This fight extends beyond the private sector, Ford said. Public employees know that "if you don't keep the right to strike, their chance of ever getting it is totally gone. They're looking at you as the last chance they have to ever get what you, up until recently, have had."

The fact that labor even has to fight to preserve the basic right to strike reflects the insensitive policies of the Reagan-Bush administrations, they said.

Bush's statement that there is no recession "makes you wonder if our president ever had a member of his family who ever had a job because they needed a job, not because Uncle Charley thought it would be a nice job for you," Ford said.

"George Bush wants to send more jobs to Mexico, where the workers get paid $40 a week, where in the maquiladora area they work and sleep in unbelievable hovels," Metzenbaum said.

Dingell assails wayward Bush

Detroit

President Bush owes the American people the same kind of consideration he gives people overseas, Rep. John D. Dingell (D-Mich.) told the AFL-CIO convention.

"We hope as the next election approaches, George Bush will discover a domestic agenda," he said. "The Democrats in Congress and their friends in labor have one."

Dingell, chairman of the House Energy and Commerce Committee, said Bush has ignored the need of middle-class Americans for housing, health care and jobs. While he talks about export growth, his policies have only boosted the export of high-paying, good manufacturing jobs, he said.

"Where is Bush when this is going on?" he asked, and answered, "Anywhere but America."

Dingell described America's health care technology as one of the "wonders of the world," but noted that "many of the people here who wonder at that wonderful system do not have access."

He predicted that Americans are fed up with the way things are going and that they will send a message to that effect next election.

Delegates see crossroads, press health care reform

By Colleen M. O'Neill
Detroit

As its intensified labor for national health care reform begins to bear fruit, the AFL-CIO reaffirmed its commitment to full-scale restructuring of the failed system.

"The year 1992 has the potential to be a turning point in our decades-long campaign for national health care, just like 1946 and 1974," AFL-CIO Vice President John Sweeney told the delegates to the 19th biennial convention.

"The history of health care reform in our country is one of lost opportunities, and the big challenge before us today is how to make sure that 1992 does not go down in history "as a lost chance like 1946 and 1974," said Sweeney, president of the Service Employees and chairman of the AFL-CIO Health Care Committee.

The resolution drew emotional support from the floor.

AFL-CIO Vice President Gerald McEntee related the story of his elderly mother, forced to go on welfare to continue receiving nursing home care, and contrasted that experience with the free health care provided to President and Mrs. Bush, and even their dog, Millie.

"If (health care) is all right for the Bushes, if it's all right for the Congress, it's all right for the McEntees and the workers of America," he said.

Morton Bahr, a member of the AFL-CIO Executive Council and president of the Communications Workers, had a message for politicians seeking labor's support in next year's elections.

"Merely voting for this resolution is insufficient. We've got to mobilize our members to make sure they understand the true fight," he said.

"Each one has got to contact their members of the House and Senate and let them know very plain, if you're not with us on this issue, we're not going to be with you on Election Day."

Barry Gordon, president of the Screen Actors Guild, urged delegates to take the strongest possible position on health care, in order to seize the momentum toward reform. He discounted discussions of political feasibility, and urged "the collective leadership of this great organization to consider the importance of speaking loudly and strongly for a single-payer solution, not some time in the future, but now."

After more than 30 minutes of debate, delegates overwhelmingly approved the resolution, which states that "we continue to believe, as we have advocated for many years, that a unified national health care system with a single payer should be the ultimate goal. We also believe that the urgency of the current crisis demands action now."

The resolution said the labor movement recognizes "reform may come about in stages. Accordingly, we will support measures that would move the nation toward our goals."

In the two years since the 1989 convention, the AFL-CIO has made health care reform a top priority.

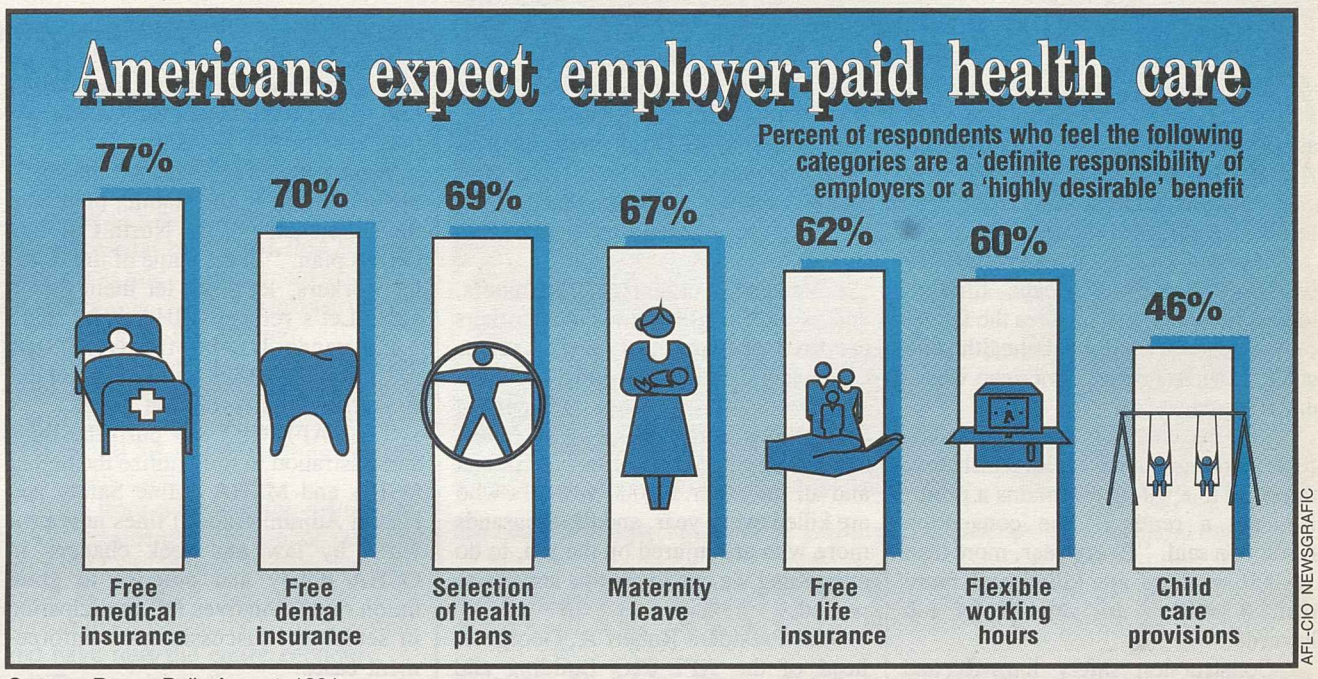
Using the slogan "Now Is The Time," the federation has taken its case for reform to the rank and file, Capitol Hill, the White House and everywhere in between.

Still, nearly one-third of Americans are uninsured or underinsured, and their numbers are growing daily. In comparison with other industrialized nations, the tattered American health care system fails the test of fairness and equity.

The resolution urges Congress to:

- Establish a national commission of consumers, labor, management, government and providers to administer a single national cost containment program.
- Establish a core benefit package to which all Americans are entitled and to require all employers to contribute fairly to the cost of care.
- Establish a federal program for those not in the work force.
- Reduce Medicare eligibility to age 60.
- Develop a national social insurance program to cover long-term care services.

The AFL-CIO also stated its concern that any new program must contain progressive and equitable financing.



Source: Roper Poll, August 1991

Tide is turning for health care, Kennedy says

Detroit

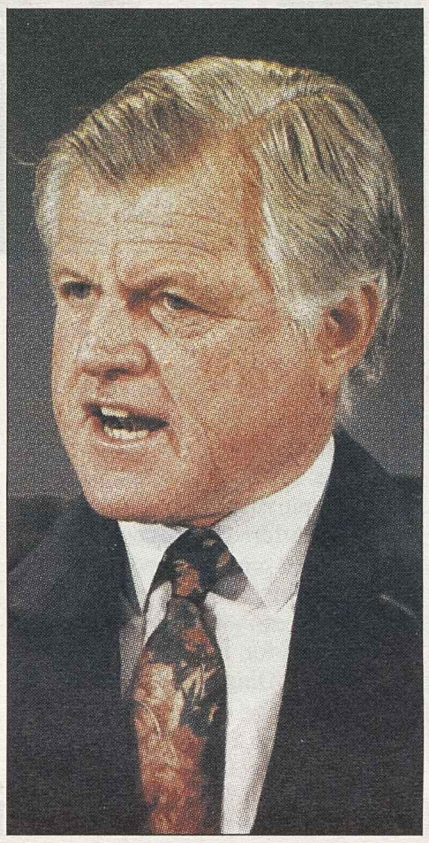
The tide is turning in favor of labor's call for national health care reform, Sen. Edward M. Kennedy (D-Mass.) told delegates to the AFL-CIO convention.

Kennedy said the election victory last week of Pennsylvania Democratic Sen. Harris P. Wofford, in a campaign based largely on the health care crisis, proved that Americans are fed up with inadequate health care and that momentum will continue to build.

"Before Congress adjourns for the 1992 election, we must complete the unfinished business of Social Security and Medicare by enacting national health insurance," Kennedy said. The goal is "controlling the cost of health and making affordable health care a basic right for all Americans, not just an expensive privilege for the few."

Kennedy, chairman of the Senate Labor and Human Resources Committee, has for three decades fought for the concerns of working Americans, and the enthusiastic reception by delegates reflected that record. His speech was interrupted 12 times by applause and he received three standing ovations.

Kennedy acknowledged that labor has a major stake in health care reform, particularly since the problem is showing up more and more at the bargaining table. Studies have found that the majority of recent strikes occurred over health care issues.



Sen. Edward M. Kennedy

"No negotiator for an AFL-CIO union should be forced by the soaring cost of health to swallow give-backs at the bargaining table," he said. "It is time to say 'no' to a health care system that distorts the collective bargaining process by forcing employers to choose between ever-larger insurance premiums and ever-shrinking benefits."

Kennedy spoke in favor of a "play or pay" system in which every employer would be required to insure its workers and dependents or contribute to a public fund that would cover all the uninsured, including the unemployed.

Budget-cutters putting onus on public workers, services

Detroit

Delegates to the AFL-CIO convention blamed officials at the federal, state and local levels for slighting workers and abusing human needs through their misguided budget priorities.

The convention pointed out that federal aid to state and local governments has fallen to record lows while the budgetary choices that states and localities are making puts the onus on workers and public service.

"The major feature of the Reagan-Bush anti-worker presidencies is irresponsible fiscal policy," said New York AFL-CIO President Edward J. Cleary during debate on the resolution. "They have neglected America's burgeoning domestic and social needs and have abandoned states and cities, thereby throwing them into fiscal crises."

Public employees have had to bear much of the brunt in the ensuing reduction in spending, AFL-CIO Vice President Gerald W. McEntee of AFSCME said, pointing out that vital public programs are suffering at a time when human needs are great.

McEntee called on the delegates not to "support a governor or a mayor that we put into office that turned their back on us — with pay lags, layoffs and withholding of contracts."

These workers "rarely, if ever, have the right to strike and withhold their labor from their employer," he noted.

Government Employees President John Sturdivant, who introduced the resolution, noted that public employees in Bridgeport, Conn., experienced firsthand that city governments "are able to use bankruptcy filings to take away wages and benefits from public-sector workers in the same way Frank Lorenzo was once able to violate airline employees."

The battle is not over just because all of the states have passed budgets this year, he noted. These budgets still include funds for "privatizing and contracting-out the traditional work of the federal, postal, state, and county and municipal workers."

The resolution criticizes the practice by many state and local governments of privatization and contracting out of public services. And it terms "self-defeating" efforts by state and local governments to cut Medicaid and Medicare benefits and to decrease investments in education and the fights against homelessness, poverty, crime and drug abuse.

"The AFL-CIO calls on the federal government to restore its obligation and commitment to state and local programs which endorse actions that promote economic growth, maintain high quality employment opportunities through enriching the employability of the work force, and higher productivity," the resolution stated.

Further, the AFL-CIO opposes as inequitable and distorted the "rigid tax and spending limitations approach to reducing tax burdens." It noted that "such measures make it difficult or impossible to provide essential community services."

Worksite tragedy fuels debate on OSHA reform

By Colleen M. O'Neill
Detroit

After hearing emotional appeals for the end of such worksite tragedies as the recent chicken processing plant fire in Hamlet, N.C., the AFL-CIO convention vowed to fight for legislative reform.

The Hamlet fire, which killed 25 workers unable to escape through locked fire exits, underscores the failure of current occupational health and safety laws to protect American workers, delegates said.

"Two decades after the enactment of federal job safety and health legislation, the right to a safe job remains a promise, not a reality," the convention resolution said. "Every year, more than 10,000 workers are killed and more than 6 million are injured by job hazards.

"Construction safety hazards and toxic chemicals remain serious problems. Poor job design, infectious diseases and office hazards have emerged as major safety and health concerns for millions of workers. The cost of workplace injuries alone is staggering, estimated at more than $80 billion a year."

The measure approved by delegates supports comprehensive reform of the Occupational Safety and Health Act through legislation mandating worker safety committees, safety programs, coverage for all workers and stronger enforcement by the Occupational Safety and Health Administration.

Legislation has been introduced in Congress to address those issues, as well as separate legislation on construction safety, also supported by the resolution.

"We need to organize our members, and let the Congress know that workers are tired of being hurt and injured to earn a day's pay," said AFL-CIO Vice President Lynn Williams, president of the Steelworkers.

"We owe it to the workers of Hamlet and all the other 10,000 workers who are killed every year, and the thousands more who are injured on the job, to do everything we can to get this legislation passed."

Vice President Robert A. Georgine, head of the AFL-CIO Building and Construction Trades Department, noted the particular dangers of the construction industry.

"We have tried for 20 years to get the kind of administrative assistance that we need in construction," he said. "Our record with regard to fatalities, accidents and injuries has grown worse over those 20 years, not better."

William H. Wynn, president of the Food and Commercial Workers, reminded delegates of comments the previous day on the abysmal plant conditions in Honduras. "Let me tell you, you do not have to go to Honduras to find some of the unbelievable situations that exist in this industry," he said.

Wynn detailed for delegates the horrible conditions in the Hamlet plant and the deficiencies of the North Carolina OSHA plan. "In the name of the Hamlet workers, let's not let them die in vain. Let's reform OSHA," he said.

For standards to be effective, OSHA must provide strong and consistent enforcement, the resolution noted.

"The AFL-CIO will push the Bush administration to fully utilize the higher OSHA and MSHA (Mine Safety and Health Administration) fines now provided by law and seek changes in OSHA policy and practice to grant union representatives full participation in settlement discussions on enforcement cases.

"In recent years, state and local governments have launched initiatives to improve worker protections. While the AFL-CIO continues to support a strong federal OSHA program over state plans, state initiatives like 'right to know' have broken new ground and forced federal action," the resolution continued.

"We urge all affiliates and state AFL-CIOs to support state initiatives on worker safety and health training programs, worker clinics, VDT use, 'right to act' and criminal prosecution of employers for workplace injuries, illnesses and fatalities."

The resolution also called for safety standards on ergonomic hazards, VDTs, lead in construction, environmental monitoring and medical surveillance.

It also urged continued support for Workers Memorial Day, which for the past three years has called national attention to workplace safety problems.

The convention approved separate resolutions calling for the support and protection for Imperial Foods Products workers and their families seeking justice in the wake of the Hamlet fire and the formation of an independent commission to investigate that disaster, as well as one supporting a special emphasis inspection program by OSHA in the meatpacking and poultry industries along with a standard on ergonomic hazards in those industries.

Other resolutions included: support for the inclusion of public and U.S. Postal Service employees under workplace safety standards; endorsing indoor air pollution and VDT research; support for increased research by the National Institute for Occupational Safety and Health; adoption of OSHA's bloodborne disease standard; and inspection of buildings for asbestos.

Maritime Trades tackles bread-and-butter issues

By Sharolyn Rosier
Detroit

Delegates to the AFL-CIO Maritime Trades Department's biennial convention tackled the problems of middle-class workers with a special report and rallied behind the nation's beleaguered maritime workers.

"We meet in convention, not to put on rose-colored glasses like the folks at the White House do," said MTD President Michael Sacco. "We meet in convention to tackle the bread-and-butter issues that confront this nation and its people."

Resolutions called for actions to improve the maritime industry and the trade union movement, including investment in sealift capacity, safer American fishing vessels, port infrastructure, civil rights and family and medical leave.

The report, "America's Middle Class: Under Siege," released by the department's Committee on America's Middle Class, details the wage erosion, the switch to low-wage jobs and higher taxes that add up to a betrayal of the middle class by the Reagan-Bush administrations.

"Once sons could expect to follow their fathers into blue-collar jobs in manufacturing and construction and earn $13 or $15 an hour," the report stated. "This meant they could buy a car, maybe have a small hunting cabin, save a few dollars toward buying a home and sending their children to college. This was the American Dream. It has all but vanished."

Sacco added, "We know that there are those in the government, those in the press and in academia who think things are not so bad. But we know better and this report tells the story."

AFL-CIO Secretary-Treasurer Thomas R. Donahue attested to the sad plight of working people. "We are in the midst of what an economist the other day called a silent depression. For five straight years since 1986, real wages have gone down.

"At the 1988 Republican convention, President Bush told us there would be 30 million new jobs created in the next eight years," he said. "At the current rate if will take 570 years and eight months to create those 30 million jobs."

House Speaker Thomas S. Foley (D-Wash) sent a videotaped message decrying inadequate unemployment benefits. "America needs a real employment strategy that will generate jobs with decent wages for American families longing for employment. To those workers who have suffered displacement due to the continued recession, we should extend unemployment compensation."

While the economy lags, there is an urgent need for health care reform, Rep. John D. Dingell (D-Mich) told the delegates.

"The United States is the only industrial nation that has no health care program," he said. "Health care costs rise 12 percent a year and by the year 2050, 50 cents out of every dollar will be going to be spent on health care in this country."

Other speakers included Rep. Bob Davis (D-Mich.); David Barrett, Canadian parliament; Diane Feinstein, former mayor of San Francisco; Ray Marshall, professor at the University of Texas; and AFL-CIO Legislative Director Robert M. McGlotten.

Steve Yarmola/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses Maritime Trades Department convention. At right is MTD President Michael Sacco.

Labor seeks overhaul of U.S. education, training program

Detroit

The United States must overhaul the education and training opportunities available to young persons, especially the majority of youth not bound for college, AFL-CIO convention delegates declared.

Resolutions on job training, education, economic conversion and other areas emphasized the need for national policies and legislation to help workers develop and broaden their skills and to transfer those skills to new industries.

The convention contrasted the training and "school-to work" transition opportunities in Germany, Japan and other industrial nations with the often inadequate programs offered in the United States, and warned of the consequences of ignoring the crisis.

"Our future living standards, the distribution of income and wealth and the life chances available to millions of our young people hang in the balance," the resolution said.

It applauded the report of the Commission on the Skills of the American Workforce, "America's Choice: High Skills or Low Wages," which made recommendations to improve education and workplace training.

These were the development of new educational standards; sufficient assistance and public resources to help students meet the standards; incentives to employers to invest in education and training for workers; and creation of a nationwide board with labor, business, community and public representatives to implement these programs.

The convention pledged to work with Congress in shaping the program, noting that labor must be able to participate as a full partner. It called for the establishment of labor-management committees to plan, design and administer the programs but stressed that apprenticeship programs — proven to work well — would not be changed.

On economic conversion, delegates called for legislation to encourage companies to convert existing facilities from military to civilian use, as well as to provide technical assistance for product development and marketing and other aid for new business ventures.

Congress also should provide for expanded training, retraining and placement programs, as well as health insurance for affected workers and special federal unemployment funds to help the hundreds of thousands of workers who will be affected by defense cutbacks and closings, the resolution said.

Trade deficit remedies sought to rescue jobs

By John R. Oravec
Detroit

Unless the government's flawed foreign trade policies are remedied, more American jobs will be lost as the country sinks deeper in international debt, the AFL-CIO convention declared.

An immediate crackdown is needed on unfair trade practices to help stem destructive trade deficits as well as the damaging giveaways of technologies and markets, delegates said in a unanimously adopted resolution.

"The U.S. government has the responsibility to promote and defend the interests of the people," the resolution noted. But "current emphasis on free trade and unfettered capital movements is an explicit abrogation of that responsibility and will lead to further globalization of production, enrich corporate elites, and harm American workers without alleviating poverty among workers in developing countries."

It underlined the need for effective new government policies that recognize that the interests of corporate America do not parallel the nation's interests.

The immense flow of international capital must be regulated to encourage domestic production and to strengthen the codes of conduct for multinational enterprises to protect the rights of workers, the resolution said.

It calls for full funding of the government's Trade Adjustment Assistance program to provide adequate compensation for workers displaced by the flood of imports.

And unless the U.S.-Mexico trade agreement is carefully structured, the consequence will be a greater outflow of American capital, increased imports and reduced U.S. employment as the nation's remains mired in recession.

At the same time, a bad trade accord would do little to improve the living standard of Mexican workers or promote economic development.

The resolution called on the Bush administration's negotiators to include in any agreement provisions that address labor rights and standards, environmental safeguards, funds for infrastructure and debt relief for Mexico.

It also spells out guidelines to stop the abuse of workers in trade arrangements under the Generalized System of Preferences and the government's Overseas Private Investment Corp.

In the floor debate of the resolution, UAW President Owen Bieber said that primary U.S. industries have been hit hard by foreign competitors with unrestrained predatory trade practices and have hurt the entire economy.

"The resulting damage to our industrial base, the fall in middle-class living standards, the growing polarization of our economy and the deterioration of our economic power has adversely affected all of us," Bieber said.

President Jack Sheinkman of the Clothing and Textile Workers warned that the livelihoods of 20 million American manufacturing workers are at stake as U.S. business exploits the workers of Latin America and the Caribbean region.

"We don't want to lose our jobs here in the United States but, at the same time, we don't want to have everybody engaged in a race to the bottom," Sheinkman said.

Others addressing the trade resolution included President Randy Babbitt of the Air Line Pilots, Executive Secretary-Treasurer Jack Henning of the California AFL-CIO, Vice President Nick Bonnano of the Ladies' Garment Workers, District Director George Clark of the Electronic Workers, President David Arian of the Longshoremen and Warehousemen, and Canadian Teamsters Delegate Ed Lawson.

Bill Burke/Page One Photography

Sen. Donald Riegle: 'Say no to putting U.S. jobs on fast track to Mexico'

Riegle seeks labor support for bill to alter Mexico pact

Detroit

America's economic future is in jeopardy unless the labor movement's far-reaching agenda is activated, starting with a fair-trade track that preserves the jobs of U.S. workers, Sen. Donald W. Riegle Jr. told applauding delegates.

Flawed trade policies of the Reagan and Bush administrations have turned the United States into "the economic doormat for the rest of the world," the Michigan Democrat said.

"We need stronger trade laws," he stressed. "We need a tough Democratic president to enforce those laws. And we must say no to putting U.S. jobs on a fast track to Mexico."

Riegle called on union members to press their senators into supporting a Senate resolution he has introduced that would change the fast-track procedures to allow amendments to any Mexican trade agreement. The measure currently has 20 co-sponsors, and "we need 31 more to turn the tide on this trade issue and stop this trade war that's killing the U.S. job base," he said.

Millions of jobs are at stake because President Bush has no domestic employment program, Riegle said. "He's got a jobs program for Mexico, for China, Kuwait, even Cambodia, but no jobs program for our people." He noted that many veterans of the Persian Gulf war cannot find work.

A primary cause of America's devastating trade deficits is the failure of the Bush administration to enforce existing trade law, including the Super 301 clause enacted in 1988 to crack down on trade cheating by competitor nations, Riegle noted.

Riegle predicted that "the days of Republican elitism, or trickle-down economics, are coming to an end. It's time to put America on a different track. It's time to help our working people and to rebuild the middle class."

Riegle said organized labor must help lead the charge in the "all-out fight for economic justice."

Solidarity and courage inspire labor leaders around world

Detroit

The message of solidarity and courage was delivered to convention delegates from Anatoly Malykhin and Victor Utkin, representing the Independent Miners Union in Russia, Byelorussia, Ukraine and Kazakhstan.

They were among trade unionists from around the world who thanked the AFL-CIO and union members for their support and pledged to help American workers in their fight against exploitive multinational corporations.

The suffering brought about by the communist regime was very great, Utkin said, and it "will take several generations before we are completely free of this terrible sickness."

But "because we constantly feel your support. . .we will be victorious," he said.

Luis Anderson, general secretary of the Inter-American Regional Organization of Workers, said that despite significant changes, the struggle to "establish and strengthen" democracy continues, with new challenges posed by "a crazy race toward the marketplace in search of the solutions of economic grandeur."

The help and solidarity given to workers and unions in Latin America, in fighting against multinational corporations and dictatorships and in spreading free trade unionism will be returned, he stressed.

Roberto Flores, president of the Filipino Civilian Employees Association and a vice president of the Trade Union Congress of the Philippines, told delegates that a "firm and unwavering belief in solidarity" brought democracy to the Philippines, even in the face of the guns of a dictator.

Worldwide solidarity among workers also can combat the abuses and anti-labor practices of multinational corporations, Flores said.

In Africa, "the process for democracy" is now irreversible, said Hassan Sunmonu, secretary general of the Organization of African Trade Union Unity. Sunmonu pointed to the election of trade union leader Frederick Chiluba as president in Zambia, the overthrow of the corrupt military regime in Mali and the beginning of democratic processes in other African nations as the results of international labor solidarity.

However, the struggle for freedom and democracy in Africa cannot end until "apartheid is dead and buried in South Africa," he said.

Ada Maddocks, the fraternal delegate from the British Trades Union Congress, said unionists in both countries stood "shoulder to shoulder" in the fight for equality and end to discrimination.

She compared the British health care system with that of the United States and noted that British workers "do not run the risk of financial catastrophe as a result of prolonged illness," as many American families do.

Fraternal delegate Leo Gerard, the vice president of the Canadian Labour Congress who serves as United Steelworkers National Director for Canada, congratulated delegates for pushing for health care reform.

"You're entitled to health care as a right of citizenship (in our country), and you are now on the move to get that right of citizenship in your country."

Vanderveken: 'Every day is Solidarity Day'

Detroit

John Vanderveken, who is retiring as general secretary of the International Confederation of Free Trade Unions, has seen solidarity work across the world — from the Pittston coal fields to the shipyards of Gdansk to the townships of South Africa.

"No trade union in the world can stand alone these days," Vanderveken told delegates to the AFL-CIO convention. "And no union has to. Because from now on, every day is Solidarity Day."

The international trade union movement could not have had a more decent leader and the U.S. labor movement could not have had a better friend than Vanderveken, AFL-CIO President Lane Kirkland said.

Vanderveken, who spoke at Solidarity Day 1991 and has marched with U.S. workers and lined up world support for them, including the Mine Workers strike at Pittston, praised the American trade unionists' commitment to solidarity.

"Solidarity Day was a powerful witness to the U.S. labor movement's ideals of international solidarity," Vanderveken said. It also served as a strong message to those who mistakenly claim the movement is on the edge of extinction, he added.

Throughout the world, he said, free marketeers seem to be on another planet when they talk about the impact of their policies on the world's working people.

"We must make them understand that democracy works," Vanderveken said. "Social justice is not a brake on the engine of economic growth, nor is it a luxury that can be bolted on when the engine is steaming down the track. It is, in fact, a necessary precondition of efficiency and prosperity."

Free unions in vanguard of push for democracy

By James B. Parks
Detroit

As the winds of political and economic change sweep across the world, the AFL-CIO called for increased efforts to promote freedom of association abroad and to address the impact of multinational corporations on free trade unions.

Speaking on behalf of the resolution, AFL-CIO Vice President Albert Shanker of the Teachers praised those people throughout the world who rose up with "only their voices and feet and faced their rulers and the rulers gave up."

One of the labor movement's "proudest moments" has been its support of victorious democratic movements that many thought would not succeed, Shanker said. But, with billions of people under repressive regimes in countries such as China, Thailand, Haiti and Cuba, there is much more to do, he said.

The resolution approved by the convention dedicates the AFL-CIO to the struggle for international worker rights on every possible front.

It singles out the Generalized System of Preferences as a weapon against worker exploitation. Nations should lose U.S. trading advantage under GSP if they deny worker rights. But the Bush administration has "leaned over backwards to not take countries off the GSP even though strong cases are presented against them," the resolution said.

The resolution singles out the Generalized System of Preferences as a weapon against worker exploitation around the world.

The federation also called for the inclusion of worker rights provisions in contracts signed by the Overseas Private Investment Corp. and private companies.

On national defense, the federation stressed that any "peace dividend" be applied to domestic problems.

In Africa, the toppling of autocratic regimes is opening up opportunities for free trade unionism. To bring about social justice for working people, the AFL-CIO will continue to promote the growth of free trade unions in Africa and to forge union-to-union ties between U.S. and African trade unions.

While urging an end to recent township violence in South Africa, the delegates reaffirmed the AFL-CIO's commitment to a non-racial democratic society in that country.

In Asia, the federation noted that a resurgent labor movement is evidence of worker unrest over the increasingly repressive and anti-union actions of dictatorial communist and military rulers.

It pledged its support of union movements in the autocratic countries as well as the fragile democracies such as Bangladesh or the Philippines.

As for China, the federation strongly condemned the Bush administration's failure to drop most-favored-nation status. Since the military crackdown two years ago, thousands of pro-democracy activists have been arrested and human and worker rights abused.

The country still exports goods to the United States made by prison and child labor in violation of U.S. law. The federation urged affiliates and consumers to join campaigns such as Frontlash's "Toycott" campaign against the purchase of Chinese toys.

In the aftermath of the Gulf War, the federation called for the governments in the region to address the "sorry state of democracy, the general lack of worker rights and the extreme exploitation of migrant workers."

It also called on all sides in the Arab-Israeli dispute to take steps to a lasting peace and pledged continued support to the Israeli trade union organization Histadrut.

As rapid changes sweep over the former communist countries, the resolution insisted that only a strong trade union movement can ensure that a stable democracy emerges from whatever takes the place of the deposed governments.

The delegates reiterated their support for the free trade unions in Lithuania, Latvia and Estonia as well as in the emerging democracies of Central and Eastern Europe.

In Latin and South America, the federation backed the return of democracy to Haiti while opposing the recognition or use of funds for the "Solidarista" labor associations.

It also called for a just peace in El Salvador and for solidarity with Cuban trade unions fighting against Castro's regime.

In Ireland, the resolution continues AFL-CIO support for the MacBride code of standards for American companies doing business in Northern Ireland to promote equal opportunity and worker rights.

Also speaking on behalf of the resolution were AFSCME Secretary-Treasurer William Lucy, Ladies' Garment Workers Executive Vice President Edgar Romney, Montana AFL-CIO Executive Secretary Donald R. Judge, California State AFL-CIO President Albin J. Gruhn and Bill Lee, manager of ILGWU Local 132-98-102.

Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland presents a Steuben eagle to Yelena Bonner, who says she likes birds because "they fly free."

'Struggle for world freedom is not over,' Bonner warns

Detroit

Yelena Bonner, who struggled for democracy at the side of her late husband, Andrei Sakharov, sounded a note of caution in telling delegates to the AFL-CIO convention that the struggles for freedom are far from over.

Bonner, describing the efforts of Central and Eastern Europeans and others to attain their freedom, said that her long-term goal was that self-determination would some day be recognized as widely as human rights.

"The most important events in the transition from the 20th to the 21st century have already happened," she said. "Those events are the fall of the Berlin Wall, which divided two societies, and the fall of Moscow in 1991."

The new states emerging on the landscape of Eastern Europe should be helped, Bonner said. "There is very precise and very constant criteria for help. This is human rights, this is the criteria for help that democrats all over always used for help."

Bonner also urged remembrance of those "who didn't arrive with us today," and said there was no time to relax.

"If thousands of American lawyers will try to figure out the legitimacy of Gorbachev's power, they will not succeed. He hasn't been elected by the popular vote, but was appointed by the congress," she said.

"In August, he absolved this congress...and legally denied the existence of his position.

"But he continues to occupy his position, and that is another sign that the unlawfulness so typical for our state continues today."

Bonner also said the world "betrayed democracy when we so easily forgave the Chinese government what they did to workers" in the May 1989 Tiananmen massacre.

Landsbergis thanks AFL-CIO for its support of Lithuania

By Colleen M. O'Neill
Detroit

Lithuanian President Vytautas Landsbergis brought a message of solidarity to the 19th biennial AFL-CIO convention, thanking the federation for supporting the independence finally won by the Baltic state and vowing to fight for workers' rights.

"I am here in the name of my country to say 'aciu,' which means 'thank you,' " he said. "By expressing my gratitude to the AFL-CIO, I thank all of working America, all the people of America who defended the strong spirit of liberty and understood our goals."

Landsbergis told of the struggles of the workers' movement of Lithuania to find its way, which he linked to the struggle of his nation to be free.

"We believe that real labor unions are one of the essential supports on which a state rests while traveling the road to prosperity. We re-established independence of Lithuania so that a person would feel like a master in one's land and reap the fruits of wholesome labor. We will always defend this inalienable and fundamental human right."

The challenge now, he said, would be in addressing the host of economic problems the country has yet to solve.

"We want now to create a dynamic, open, free and productive economic society," he said. "The only way out is to immediately transform the economy and create a new one based on market principles."

Landsbergis cautioned his listeners that his country yet was in danger from "a foreign army still in Lithuania, raising additional political and social hardships," and adding to the importance of Lithuanian and U.S. labor union cooperation.

"In addition, during these difficult times, if our country alone cannot guarantee social equilibrium, it could feel the supportive shoulder of a friend," Landsbergis said. "Perhaps your influence in U.S. politics would defend us from violent or artificial calamities during the coming period of economic reform," he said.

Vytautas Landsbergis

Landsbergis, a 59-year-old professor of music history, emerged as the leader of the Lithuanian democratic movement, Sajudis, which defeated the Communist Party in elections, replacing it as the country's dominant political organization.

In March 1990, the Lithuanian parliament elected him president on a 91-38 vote. The Baltic republic declared its independence the same day.

Several hundred members of the local Lithuanian-American community greeted Landsbergis at the airport upon his arrival in Detroit. The flag-waving group, some outfitted in traditional garments, greeted the president with Lithuanian chants and songs and several groups of small children presented flowers to him.

Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland and Electronic Workers President William Bywater present Kazimieras Uoka the Lithuanian flag that flew over the IUE headquarters during the Soviet invasion of Lithuania. The Meany Human Rights Award, which Uoka received, is in the foreground.

Uoka: Beware of groups masquerading as unions

Detroit

The struggle to bring democracy to Eastern European countries will succeed because the independent trade union movement will prevent the former rulers from regaining control, Kazimieras Uoka told the convention.

Uoka, founder of the Lithuanian Workers Union, received the AFL-CIO's 1991 George Meany Human Rights Award. At 40, he is now the chief comptroller of Lithuania and honorary president of the union.

For most of his adult life, Uoka has struggled for freedom against the Soviet forces, including the Soviet attempt at a crackdown on Lithuanian independence in January 1991.

Now that the "sensational news" from Eastern Europe is over, the independent unions are facing difficult problems in organizing because the concept of trade unions was so compromised by communism that workers have a hard time trusting the new unions, Uoka said.

Sensing the mood, "the old party-controlled unions are trying to reorganize themselves with new names" to achieve their own, he said.

"Their goal. . . is now to take control over the economy through illegitimate but legal means, to destroy the people's trust in the new democratic, freely elected governments and to heighten fear for the future in people's minds."

Uoka said the Polish elections show that the communists can fragment society to achieve their ends, he said. If they succeed, the former communist rulers will once again have control, this time as legal owners.

Uoka was a bulldozer operator when he founded the Lithuanian Workers Union in 1988. He was a key force in the founding of the new Confederation of Labor in Russia and the Independent Miners Union of the Ukraine, whose strike committees launched the country's independent trade unions. He also is a leader of Lithuania's Social Democratic Party.

Union Label on frontlines of saving American jobs

Detroit

The message rang through loud and clear at the 64th convention of the Union Label and Service Trades Department: "Buy American because it saves jobs and jobs secure America's future."

"It is the responsibility of every trade unionist to pass this message on to all consumers," said James Hatfield, president of the department. "We know the union label, shop card and store button symbolize American-made and signify American jobs."

AFL-CIO Secretary-Treasurer Thomas R. Donahue blamed an insensitive administration for trade policies that cut American jobs, but said a sensible electorate would change that, as it did in Pennsylvania with the election of Sen. Harris Wofford.

"Our trade policy is trickle down," he said. "Improve the balance sheet numbers and improvements will trickle down. You and I both know this does not work and the people in Pennsylvania made it clear. The message is that political campaigns are a way to improve jobs possibilities, wages and benefits."

The benefits of political action also were stressed by Robert M. McGlotten, AFL-CIO legislative director, who urged delegates to "police the activities of members of Congress."

"Of 6,000 lobbyists on Capitol Hill, only 150 are from labor," he said. "We need you out there to help us deliver the message. The men and women in Congress are bright but they don't understand the issues facing working Americans."

Union Label and Service Trades Department Secretary-Treasurer Richard Perry reminded the delegates of the importance of community education.

"Union label councils are the frontline of educating the community on union products," he said. "We will continue to use all of the arsenals — union label councils as well as boycotts and the union label newsletter — to further the cause of promoting union labels."

Other speakers included: Frank Garrison, president of the Michigan AFL-CIO; Ed Scribner, president of the Metropolitan Detroit AFL-CIO; and Robert Harbrant, president of the Food and Allied Service Trades Department.

Austin Cablevision is added to AFL-CIO's boycott list

Austin Cablevision of Austin, Texas, has been added to the AFL-CIO's national boycott list.

The Communications Workers requested the boycott of the subsidiary of Time-Warner after the company launched a union-busting campaign, including efforts to force workers to strike.

"The decision to strike followed a year of obvious union-busting strategies by the company, which has made it known that they want to eliminate the union at Austin Cablevision," said CWA President Morton Bahr. "The AFL-CIO boycott sends a message that the labor movement will not tolerate this flagrant disrespect of Austin's workers."

About 90 CWA members have been striking over unfair labor practices since Aug. 21 after management stopped two local union officers from representing members on personnel matters and demanded an end to payroll dues deductions in contract negotiations.

The union has charged the company with seven unfair labor practice charges.

The National Labor Relations Board has scheduled a hearing for mid-December.

The strikers have picked up suport from CWA members at AT&T and Southwestern Bell and from union and community groups throughout the Austin area.

This is the second AFL-CIO boycott of the cable company. The first was in support of the workers during an eight-month strike from October 1981 to June 1982.

DPE recommits to advance white-collar agenda, organizing

By Sharolyn Rosier
Detroit

Delegates to the eighth biennial convention of the AFL-CIO Department of Professional Employees concentrated on advancing the cause of white-collar workers as a growing part of the work force and a dynamic potential force in the labor movement.

"The professional category is now the third most-organized occupational sector," noted Jack Golodner, DPE president. "Fully 26 percent of all professionals are represented by unions.

"The success and visibility of unions among professionals favorably influences the growth of unions among other white-collar workers," said Golodner, who was re-elected along with all other DPE officers.

Golodner decried unfair labor laws that limit the ability of white-collar workers and professionals to secure union representation.

He also cited the impact of new technology that is making it "very easy, very quick and very cheap" to transfer office and professional work abroad.

"Moreover, as the offshore office movement expands into higher levels such as computer programming and software development, other skilled and professional white-collar workers will face difficulties," he said.

The more than 400 delegates from the department's 27 affiliated unions passed resolutions to protect the interests of health-care professionals in the health-care reform process, to urge the enactment of copyright legislation protecting performance rights for sound recordings and reaffirmed support for strengthening public education.

The international dilemma was outlined in a symposium by Jim Baker of the AFL-CIO president's office. "In country after country, governments are making the argument that the market is the force behind what's going on, but the market has no face," he said. "We must acknowledge this is a bipartisan failure."

University of Oregon Professor Steven Deutsch said the U.S.-Mexican trade proposal should serve as a wake-up call to all Americans. "We have already taken the low-wage route — low investment in labor. The challenge for the 1990s is to change the tide."

The threat of multinational corporations offers labor an opportunity to forge relationships with unions around the world, said Barbara Easterling, executive vice president of the Communications Workers. "If the companies are going to be multinational, make them negotiate on an international level."

Other symposium participants included Stan Marshall, UAW vice president; Carol Haddad, research associate at Wayne State University; Ron Seeber, associate professor at Cornell University; and Gary Nebeker, Food and Commercial Workers' international vice president.

The delegates also were told of the U.S. Department of Justice complicity in the case of Bank of Credit and Commerce International, "the biggest fraud in the history of the world," by Jack Blum, president of the National Consumers League and former chief counsel for the Senate Foreign Relations subcommittee on narcotics, terrorism and international operations.

Blum said the Justice Department did not want to upset President Bush's election campaign, noting that shareholders of BCCI were "key government leaders of the Persian Gulf states who bought in very heavily to the political system and neither American political party wanted to embarrass them."

"A lot of people have known about this bank for a very long time and never said anything because of the political influence that the bank purchased in countries around the world," he said.

Blum described BCCI as a "bank whose principal clients were 3,000 criminals worldwide: drug cartels of South America; heroin dealers in Asia; gunrunners; heads of state and lesser government officials throughout the world, and finally the very wealthy business community who wanted to get around monetary exchange control and tax laws."

ECONOMY

Economic malaise prompts call for quick action

By John R. Oravec
Detroit

With the American economy in shambles, convention delegates sounded a wake-up alarm for the federal government to pull the nation out of the festering recession.

They called on President Bush and Congress to recognize the severity of the stagnant economy and take immediate steps to get the country back on track for recovery.

Convention resolutions traced the dilemma to the overlords of the Reagan-Bush administrations — "those whose misguided economic policies gave birth to this recession" — who now refuse to relieve the suffering of the recession's victims.

The casualties are the millions of American workers trapped in unemployment, as rates hover just below 7 percent. That rate would be even higher if the government counted those who have given up futile search for work and those who are in part-time jobs because they can't find full-time work.

Delegates pointed out that an uncaring president and his advisers have for more than a year denied the existence of the recession, and now insist that it ended six months ago.

"They blame consumers for not spending the way to recovery," the convention noted. "Yet the bulk of those potential customers — those who haven't fallen into poverty — are middle-income working Americans who are weary from the past decade's policies that shipped millions of good-paying jobs overseas, and reduced their buying power and standard of living."

At the same time, President Bush twice trashed efforts by Congress to extend unemployment benefits for the long-term jobless, which would alleviate their hardships in meeting basic family needs, delegates said.

"Instead, President Bush's prescription for rejuvenating the economy is based on the same trickle-down economic theories that got the country into this mess in the first place," the convention stressed. "He irresponsibly proposes to once again open the gates to the public treasury to the well-heeled through a further cut in the capital gains tax" and other favors for the upper-income elite.

It warned that proposals by some members of Congress to pump up the economy with a "peace dividend" broad-based tax cut would be folly while "state and local governments are going bankrupt and there are so many urgent needs" in education, housing and the public infrastructure.

A better way, the delegates said, would be to cut taxes paid by middle-class workers, which could be balanced by raising tax rates on the wealthiest 1 percent of the upper crust — beneficiaries of tax reductions in the Reagan years. Those tax cuts for the wealthy added more than $1 trillion to the national debt.

"It's time to turn America around," declared AFSCME President Gerald McEntee, who pointed out during debate that a government that can spend billions of dollars to free Kuwait city can afford to spend funds to ease the suffering in every American city. "It's time to send the message across the country."

George Kourpias, president of the Machinists, noted that in 15 months of the Bush recession, 800,000 manufacturing jobs have disappeared. He cautioned that major cuts in defense spending would threaten 800,000 more jobs and called for a broad economic conversion program and enforcement of "Buy American" laws.

President William Bywater of the Electronic Workers tied the lingering economic slump to the unfair trade practices of foreign competitors and inept government overseers who open import flood gates.

"Let's start talking tough to those leeches, instead of talking tough to Americans and telling them how much harder they have to work," Bywater said. "Give us the jobs and we'll show you what we can do. Don't steal them from us."

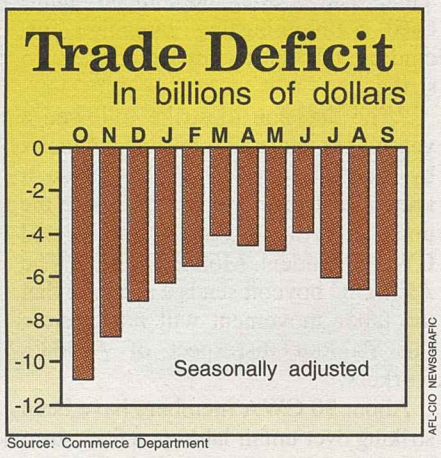
A first step toward economic recovery should be the extension of jobless benefits for the long-term unemployed, the convention said. It also called for passage of the labor-backed highway transportation measure and funding for housing programs for low- and middle-income groups.

"Stronger medicine is needed to assure recovery from the recession and achieve a broad-based prosperity with economic progress and social justice," a convention resolution said in spelling out the AFL-CIO action plan for the nation's policymakers.

It calls for:

- Making full employment at decent wages a high-priority national goal.
- Restitching the tattered safety net to assure an adequate level and duration of benefits for the unemployed.
- Restoring the eroded purchasing power of workers and their families.
- Rescinding the budget agreement so the nation's urgent public investment needs are met.
- Reducing military spending, coupled with a comprehensive economic conversion program.
- Relaxing monetary policy and lowering interest rates, along with reforms to increase the public accountability of the Federal Reserve.
- Tightening regulations on banks and the financial system to restore public confidence and prevent further costly bailouts.

Trade deficit up 4 percent, could worsen



Source: Commerce Department

The U.S. foreign trade deficit widened in September to $6.8 billion, the third monthly rise in succession, as manufactured goods accounted for $6.3 billion of the overall gap.

The Commerce Department reported that the September deficit was 4 percent higher than a revised $6.5 billion imbalance in August as imports increased by $1.3 billion to $42.2 billion. Exports grew by $1 billion to $35.4 billion.

America's trade shortfall had eased somewhat between January and June, but has turned worse in the third quarter of the year.

For the first nine months of 1991, the shortfall amounted to $49.3 billion, well below the $75.9-billion pace in the comparable year-ago period. However, the trade deficit in the third quarter was running at an annual rate of $86.7 million.

While the 1991 deficit likely will slip below the 1990 total of $101.7 billion, trade analysts said they expect the imbalance to worsen in coming months with a decline in U.S. exports.

And although this year's deficit should come in under $100 billion for the first time since 1984, there's grave concern that the imbalance will widen again in 1992 — given that the trend is obviously headed in the wrong direction.

Economist Mark A. Anderson, head of the AFL-CIO office of international trade, said the $46-billion U.S. trade deficit manufactured goods in the first nine months of 1991 is taking a toll in vital factory jobs while further weakening America's industrial base. He warned that more job losses would result in a faulty trade treaty with Mexico.

September's higher volume of imports included increases of $900 million in consumer goods, $400 million in capital goods, $200 million in industrial supplies and materials and $100 million in food and beverages. Exports rose $900 million in capital goods, $400 million in autos, parts and engines, $100 million in consumer goods, and $100 million in food and beverages.

September's jump in imports was led by a $150-million increase in foreign apparel shipments.

The U.S. deficit with Japan surged by $500 million to $4.2 billion in September and accounted for 62 percent of the total deficit. Deficits also increased in trade with China at $1.5 billion; Taiwan, $1 billion; and OPEC, $1 billion.

But in trade with Western Europe, the United States posted a surplus of $1.3 billion. The September data also showed surpluses in trade with Australia, Brazil and Egypt ranging from $400 million to $200 million.

Workers' wages decline; medical costs eat at CPI

The buying power of workers dropped sharply in October, even though retail prices advanced only marginally.

While the consumer price index for urban wage earners (CPI-W) rose just 0.1 percent last month, real average weekly wages fell 0.7 percent, the Bureau of Labor Statistics reported.

The setback stemmed from a 0.1 percent dip in hourly earnings and a 0.6 percent decline in average weekly pay. And although real weekly pay was up 0.7 percent from the year-ago month, wages have failed to keep pace with rising prices over the past decade.

In tracking the long-term decline in buying power, AFL-CIO economist Anne Draper said inflation-adjusted earnings of the average worker were down 5.3 percent from October 1986. The erosion is far worse in the longer term with real wages down 10.8 percent from October 1979, Draper pointed out.

Three components of the consumer price index actually declined in October — food costs, down 0.1 percent; transportation costs, down 0.2 percent; and apparel and upkeep costs, down 0.4 percent.

But there was no relief in the spiraling costs of medical care, which rose 0.6 percent last month and were 8.2 percent higher than in October 1990.

While heating oil prices rose 1.1 percent from September, they were 22.7 percent below the year-ago month. Gas pump prices declined 0.7 percent in October and were 17.4 percent below a year ago.

Personal and educational expenses rose 0.3 last month and were up 8 percent over the year.

In other economic developments:

- Wholesale prices jumped 0.7 percent in October, the sharpest increase in a year, BLS reported. Food prices in the government's producer price index rose 0.4 percent, while energy prices advanced 1.7 percent. The higher rates will likely show up at the consumer level shortly.
- After several sluggish months, housing starts jumped 7.3 percent in October as building activity picked up in all regions of the country, the Commerce Department reported. But despite the gain, housing starts were more than 17 percent below the pace of first 10 months of 1990. Analysts said that 1991 could be the first year since the mid-1940s that the starts fall below the 1 million.
- Industrial production was unchanged in October, the Federal Reserve said. It was the third month in succession that output remained flat at the nation's factories, mines and utilities, while lagging 1.7 percent behind the rate of October 1990.
- The jobs outlook is bleak for 1992, according a panel of representatives from major corporations assembled by the Conference Board. With unemployment expected to continue around 6.8 percent through next summer, a weak labor market will be accompanied by some of the smallest pay increases in recent years, panelists said.

Newsmakers

Trade unionists answered the call following a tragic shooting at a post office in a Detroit suburb during the AFL-CIO convention. Newly elected Executive Council member **James J. Norton** was late for his first council meeting when he joined other donors responding to a plea for O-negative blood in the aftermath of the Nov. 14 incident at the Royal Oak, Mich., post office. Norton, president of the Graphics Communication Union, joined Letter Carriers President **Vincent R. Sombrotto,** Postal Workers President **Moe Biller** and other union officials at the site. Sombrotto also gave blood at the Red Cross blood bank and expressed everyone's "heartfelt sympathy and prayers go to the victims and their families." Other convention delegates and guests giving blood were **John M. Walsh, Jr., Thomas J. Hunter, James P. Conway, Mark G. Johnston, Donald L. Hershner, Robert J. Irvin, Helen Verhage, Raymond J. Crowell, Hugh Wolfenbarger, Ronald John Davidson, Christine M. Williams, Paula D. Duvall** and **James E. Cole.**

Sigurd Lucassen, president of the Carpenters, gave the keynote address at the National Conference of State Legislatures' annual labor issues seminar. Lucassen's address focused on the Carpenters' "Ready to Rebuild America" campaign, an effort to increase awareness of the critical state of the nation's public facilities.

Ethnicity ran rampant during the election of officers at the AFL-CIO convention. After listening to Service Employees President **John Sweeney** and New York State AFL-CIO President **Ed Cleary** nominate **Thomas R. Donahue,** for re-election as secretary-treasurer, AFL-CIO President **Lane Kirkland** opined that "the Irish make very fine soliders when they're led by Scottish officers." Bakery, Confectionery and Tobacco Workers President **John DeConcini** chimed in with how much better the process works when "their nomination is closed by an Italian." In his acceptance, Donahue noted that if you have seen the Scottish officer and Irish soldier "you know which one wears the pants." Then **Lenore Miller,** president of the Retail, Wholesale and Department Store Union, rang down the curtain on the episode with: "As one who can wear both pants and skirts, I stand here representing those people who can rule the world."

The Hispanic Labor Committee of the New York City Central Labor Council is to honor **Mary Crayton,** AFL-CIO Region VII director; **Julio Mojica,** vice president, UAW District 65; and the late **Benjamin Garcia,** Local 371 SSEU/AFSCME District Council 37 at its annual scholarship dinner dance Dec. 28. The three will be recognized for their contributions on behalf of working people, and especially Hispanic workers.

Bill Burke/Page One Photography

Kenneth T. Young, executive assistant to AFL-CIO President Lane Kirkland since 1979, confers with Kirkland during the 1991 convention. Young, who is retiring at the end of this year, was honored with a resolution that pays tribute to his "skill and dedication to labor's historic goals."

DEATHS

Robert G. Porter, secretary-treasurer of the Teachers, died Nov. 20 at Washington Adventist Hospital of complications after heart surgery. He was 64.

Porter was appointed secretary-treasurer of AFT in 1963, leading the 50,000-member organization to its current strength of 780,000 members. He was a former civics teacher in the East St. Louis public schools and helped establish the East St. Louis Teachers Union.

AFL-CIO President Lane Kirkland said of Porter's service: "Through it all, Bob Porter remained steadfast to his basic trade union instincts and ideals. He believed that every individual deserves a basic measure of dignity, opportunity and a voice in his or her own future. And, through the labor movement, he worked tirelessly to advance those principles in public education throughout our society. Working men and women have lost a dedicated servant and advocate."

Porter is survived by his wife, Pat; two sons, Steve and Rudy; one daughter, Paula Glenndening; and five grandchildren.

Willard Swire, treasurer of Associated Actors and Artistes of America and an executive consultant of Actors' Equity, died Nov. 13 at his home in New York. He was 81.

Swire also was a member of the board of directors of the American Theatre Wing and the American Educational Theatre Association; president of Theatre Authority; adjunct professor in the department of drama at the University of Miami; a life member of The Actors' Fund of America; and a fellow of the American Theatre Association.

He is survived by his wife, Janet Katherine Dickson, and son, R. Derek Swire of Los Angeles.

Resources

PUBLICATIONS

America: What Went Wrong?, a nine-part series published in the Philadelphia Inquirer, examines the hardships facing middle class and working families that grew out of economic policies of the 1980s. Free copies can be picked up at the paper's circulation office, or send a $2.15 check or money order to the Philadelphia Inquirer, P.O. Box 8263, Philadelphia, Pa. 19101.

A Participant's Handbook for a Train-the-Trainer Program, a new manual from the AFL-CIO Department of Education, includes chapters on how adults learn, instructional techniques, teaching aids, class control and team teaching. Copies are $5 each from the Publications and Materials Office, AFL-CIO, 815 16th St. N.W., Washington, D.C. 20006. An Instructor's Guide is forthcoming.

The Labor/Higher Education Council's recent report, **Working Together: Labor-Campus Collaboration,** is available through the AFL-CIO Department of Education, 815 16th St. N.W. Washington, D.C. 20006. 202/637-5141.

A new edition of **Major Programs of the Bureau of Labor Statistics** is available, single copy free, from Inquiries and Correspondence, Office of Publications, Bureau of Labor Statistics, Washington, D.C. 20212.

The Chicago Area Jewish Labor Committee has produced a kit explaining the historical roots of the relationship between the Jewish community and the labor movement. Copies are $1.50 each. Contact Stanley Gross, Jewish Labor Committee, 8743 E. Prairie Road, Skokie, Ill. 60076.

Ergonomics: The Study of Work examines the types of work patterns that cause cumulative trauma disorders and the methods used to control or prevent their occurrence. The booklet (order No. 029-016-00124-7) is available for $1 from Superintendent of Documents, Government Printing Office, Washington, D.C. 20402-9325. 202/783-3238.

Ergonomics: Low-Cost, Common Sense Training Solutions consists of three videos, a leader's guide and participant workbooks. Three-day previews are available for $40. For information, call toll-free 1-800-233-6067 or write BNA Communications, Inc., 9439 Key West Avenue, Rockville, Md. 20850-3396.

Union message is the medium at ILCA meet

By Sharolyn Rosier
Detroit

Labor communicators were called on to develop networks to disseminate labor's message and to "communicate the power of labor's diversity."

The call was sounded by Jim Hightower, a former Texas agriculture commissioner and now a political analyst and broadcaster, as he delivered the 15th A.J. Liebling Memorial Lecture at the International Labor Communications Association convention.

"You have to have a long-term strategy because 1992 is not the victory," Hightower told the ILCA. "The victory is 1994, 1996, and the year 2000. There's an eager bunch of people waiting to hear from us. We can't wait on blow-dried D.C. politicians."

Hightower told the more than 100 delegates that people are staying out of politics because they feel shut out. They want to belong and it's up to labor to bring them in. He urged the audience to "raise less corn and more hell."

In the keynote address, International Metalworkers Federation General Secretary Marcello Malentacchi warned that unions must build their strength around the world to deal with multinational corporations.

"The period of euphoria is over," he said. "The world has changed radically and is still changing. It is up to unions worldwide to press forward against the dangers and to forge relationships so that we might see better days for workers across the world."

The convention elected Leo Canty, editor of the Connecticut Teachers, president and Susan Phillips of the Food and Commercial Workers secretary-treasurer. They succeed Pat Ziska of the Machinists and David Elsila of UAW, respectively.

Delegates also amended the constitution to add two vice presidents and eliminated the special dues rates for central bodies and inter-union councils.

In a press conference on the closing morning of the convention, federation Secretary-Treasurer Thomas R. Donahue briefed delegates on AFL-CIO efforts on such issues as health care and striker replacement.

"In all of the trickle-down economics proposed by Reagan and Bush, the only thing that's filtered down to workers is pain," Donahue said. He urged the labor communicators to know both sides of an issue — and explore them in their journals — so they are able to refute the arguments against labor.

Rex Hardesty, director of the AFL-CIO Department of Information, warned the delegates about the rise of "racket" newspapers, urging them to alert local unions not to accept the "free lunch" offer from someone who will put out a newsletter "for free."

The delegates also elected 10 new vice presidents: Magda Lynn Seymour, Service Employees; Laura Ginsburg, AFL-CIO Public Employee Department; Robert Chambers, UAW Local 1999; Molly Charboneau, Flight Attendants; Anne Rivera, Clothing and Textile Workers; James Earp, Operating Engineers Local 3; Sam Kirkland, UAW Local 1776; Rick Palmer, Machinists Local 141; Antonio Ramirez, ACTWU; and Kathy Wilkes, Longshoremen's and Warehousemen's Union.

Other speakers included the Rev. Jesse L. Jackson, UAW President Owen Bieber and actor David Clennon.

Home owners help celebrate Union Privilege

By Colleen M. O'Neill
Detroit

Union members with new homes attended the AFL-CIO convention to help celebrate the success of the Union Member Mortgage program — one of the newest Union Privilege benefits.

They were the first to buy homes through the first-time home buyers Union Member Mortgage program, which includes a 3 percent down payment.

Sheila Williams, 32, a Cincinnati drugstore cashier and a member of Food and Commercial Workers Local 1099, and her husband, David, a computer programmer, had spent four years looking at houses, and saved for their down payment for more than 16 months.

Thanks to Union Privilege, the Williams family, including daughters Brittainy and Cleo, is now enjoying a two-story colonial with a two-car garage in Forest Park, a suburb of Cincinnati.

Al McClanahan, 50, president of Indiana Local 18 of the Bricklayers and Allied Craftsmen, purchased his dream house on a lake in Plymouth, Ind., with the help of Union Member Mortgage. McClanahan — an avid angler who hopes to retire in 12 years — says the Union Privilege program allowed him to afford the up-front payment for his own home.

The Williamses and McClanahan were introduced to the convention during the Tuesday morning session. Vice President William Wynn presented Sheila Williams with the American Dream Award in recognition of her use of the Union Privilege program, while Vice President Jack Joyce presented the award to McClanahan.

The Union Member Mortgage program offers the down payment money to those who have belonged to a union at least three years and who meet federal income eligibility requirements.

Delegates to the convention passed a resolution affirming the federation's commitment to the Union Privilege programs and directed the organization to develop further services and benefits to meet the needs of union members at home as well as in the workplace.

The resolution also said the program should "continue to work with affiliates to explore ways of using the membership benefits developed by Union Privilege as tools to attract new members to the labor movement and retain existing members."

Union Privilege programs continue to assist union members across the nation with such needs as home-buying, life insurance, loans, prescription drugs and travel, among others.

Born as a result of a resolution at the 1985 AFL-CIO convention, Union Privilege uses the buying power of nearly 14 million union members to the benefit of all.

One of the most popular programs is the Union MasterCard. Since August 1986, more than 2 million cards have been issued, with an estimated $250 million in savings passed on to customers via lower interest rates and no annual fee.

The rate on the credit card has dropped for four consecutive quarters, and now is at 13 percent — one of the lowest in the nation. Because the rate is tied to the prime rate, the interest rate drops as the prime drops. Union Privilege projects the interest rate may drop to 12.5 percent in January, given the current economic climate.

The national average finance charge is 19 percent. The Senate endorsed legislation Nov. 13 that would cap credit card interest rates at 14 percent as lawmakers said consumers were being gouged by card rates.

Union Privilege began the mortgage program in May. In its first six months, union members have placed more than 60,000 calls to the mortgage company handling the program and have obtained more than $100 million in mortgages.

The program also features competitive interest rates, flexible approval rules, down payments as low as 5 percent for other than first-time buyers, ways to reduce closing costs and the convenience of telephone applications.

In addition, such union-specific benefits as financial help in the event of a strike, unemployment or disability are included in the mortgage plan.

To apply or to talk with an expert mortgage consultant, union members may call 1-800/848-6466 Monday through Friday, 8 a.m. to 7 p.m. EST.

Ray Crowell/Page One Photography

Food and Commercial Workers President William Wynn reads inscription recognizing the Williamses as the first union family to purchase a home under the Union Privilege first-time buyer mortgage program. UFCW member Sheila Williams stands with husband David and daughters Brittainy and Cleo.

INSIDE

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NOVEMBER 25, 1991

AFL-CIO NEWS

1 ***Democratic candidates address labor concerns***
Six Democratic presidential candidates promised to reverse anti-worker policies of the Reagan-Bush administrations as AFL-CIO delegates approved a presidential endorsement process.

2 ***Labor-black coalition beats ex-Klansman Duke***
An unprecedented coalition of labor, blacks, business, educators and women propelled ex-Louisiana governor Edwin Edwards to a resounding victory over David Duke's race-baiting campaign.

3 ***Congress gathers votes on family leave bill***
In an effort to better its chances to override a presidential veto, Congress will wait until next year to resolve differences in the two versions of the Family and Medical Leave Act.

7 ***'Replaced' heroes electrify convention***
"Permanently replaced" workers marched proudly, heads held high, as they were hailed by the AFL-CIO convention as heroes and heroines in the battle for workplace fairness.

10 ***AFL-CIO reaffirms push for major OSHA reform***
The goal of a safe workplace is still an unfulfilled promise, delegates declare as they vow an all-out push for congressional action on comprehensive OSHA reform.

14 ***Sick economy prompts call for action now***
As the impact of the Bush recession spreads, the AFL-CIO convention called on the president and Congress to take quick steps to get the country back on the right economic track.

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AFL-CIO NEWS

VOLUME 36, NUMBER 26 DECEMBER 16, 1991

FORUM

The transcript of the 1991 AFL-CIO candidates forum is presented in an eight-page special pull-out section. Reprints are available. **See pages 5-12.**

UAW gains 3,000, BCT also wins in Tennessee

By James B. Parks

The UAW scored a major organizing win in the right-to-work state of Tennessee, picking up about 3,000 new members at the Murray Ohio Manufacturing plant in Lawrenceburg by a resounding 1,621-1,029 vote.

Meanwhile, adding to the sweet taste of victory in Tennessee, the Bakery, Confectionery and Tobacco Workers won a close vote at Eagle Snacks in Fayetteville.

The UAW's win on Nov. 27 was the second large vote in the state this year. About 1,000 workers at Baird Ward/Arcata Graphics voted for the Graphic Communications Union in April.

This was the sixth attempt to organize the Murray plant since it moved from Cleveland in 1956. The lawn mower and bicycle manufacturer has been owned by Tomkins PLC, a British firm, since 1988.

Tomkins gave workers "a thousand reasons to join the union," said UAW organizer Chuck McDonald. One of the strongest issues for the UAW was the two-tiered wage and benefit system imposed on the workers last fall.

The company established a "plant within a plant" in its push-mower division, hiring up to 400 workers at wages ranging from $5 to $6.50 an hour. Other Murray workers made $9.52. The company had threatened to move that operation out of Lawrenceburg if the workers did not approve the plan.

"The big thing is that employees have lost confidence in their employer and the future and destiny of the company," McDonald said.

The vote is a part of an upward trend in organizing in the South, said Doug Niehouse, Tennessee organizing coordinator for the AFL-CIO's Industrial Union Department.

"People are only going to take so much," he said. "Companies come to the South and think they're talking about southern workers who are willing to do anything the company wants, and the workers get angry. They don't want to be treated that way."

More and more workers throughout the South are interested in unions, Niehouse said. "Because of the economy, the level of interest is much higher."

"The area where we're focusing is the South," said Vincent O'Brien of the AFL-CIO's Organization and Field Services Department. "We're finding interest in unions rise, when you're in the kind of economic freefall we're in, where pink slips are a fact of life."

The BCT, in its first victory at an Eagle Snacks plant, won the right to

Continued on Page 16

Bill Burke/Page One Photography

Shoppers get an education in how child labor in China is used to manufacture toys as Frontlash and its consumer allies leaflet outside a store in Tyson's Corner, Va., as part of the Toycott campaign. **See story, Page 2.**

Pan Am is latest victim of deregulation

By Candice Johnson

Pan American World Airways became the third major airline to fold this year, stranding nearly 8,000 workers and ending more than 60 years of flying.

The carrier, which sought federal bankruptcy protection in January, failed when Delta Airlines declined to make a final $15 million installment of a $140 million payment. Eastern and Midway airlines closed their doors earlier this year and Continental and American West remain in federal bankruptcy court.

Capt. J. Randolph Babbitt, president of the Air Line Pilots, blamed the federal government's hands-off policies for the continuing erosion of the aviation industry. He called for an end to the policy of "economics by bankruptcy," stressing that the nation was "in desperate need of a national transportation policy that will protect and nurture our transportation system."

A public opinion poll released by the AFL-CIO Transportation Trades Department backed that conclusion, finding that a clear majority of Americans "believe they have been ill served by airline deregulation and would support stronger federal regulations with respect to airline safety, service and route authority."

Delta had agreed, as part of a reorganization plan, to provide Pan Am with $140 million to keep it flying routes mostly in Latin America. But Delta, which acquired Pan Am's East coast shuttle operation and European routes, told the bankruptcy court it did not wish to make the additional $15 million payment.

Still up in the air is distribution of severance benefit payments for Pan Am's union workers, which must be determined by the bankruptcy court.

Teamsters airline director Marvin Griswald said Delta's action was "unconscionable" because the unions were

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Rainfair pact regains jobs, adds benefits

ILGWU members end 6-month strike

Racine, Wis.

A six-month strike at Rainfair Inc. ended in victory for 136 union members who the company said had been "permanently replaced."

As part of the contract settlement, ratified by a nearly 4-1 margin, members of Ladies' Garment Workers Local 187 will reclaim their jobs, picking up a wage increase and some protection against company efforts to shift a growing percentage of health costs to workers.

Most union workers will return to work by Dec. 20, on the basis of seniority, and Rainfair will run two six-hour shifts for about six months. Any work transferred to the company's South Dakota facility will be returned to Racine, the union said. The new, six-hour arrangement is also offered to replacement workers under the agreement.

The strike, which included a 35-day fast by several workers that was publicized nationally, generated an outpouring of support from within the labor movement and from community and religious groups.

Health care costs and low wages were the key issues as contract talks opened last spring. Management initially demanded that workers pay 40 percent of health care premiums — about $152 a month for family coverage — and insisted that workers be locked into a minimum percentage of health care costs they would pay.

But Rainfair workers were earning, on average, about $6.60 an hour, with nearly a third of the mostly female and

Continued on Page 4

Toycott tells shoppers of child labor in China

By Colleen M. O'Neill

Holiday shoppers in cities around the country are getting educated about child labor in China, thanks to the "Toycott" campaign organized by Frontlash, the AFL-CIO's youth arm.

Joining forces with the National Consumers League and other groups, Frontlash kicked off the campaign at a Nov. 25 news conference, then fanned out to shopping malls around the country to leaflet toy buyers beginning on Nov. 29, the day after Thanksgiving and traditionally the biggest shopping day of the season.

On succeeding weekends, the groups have continued to call attention to the use of child labor in China.

"Toys made for children shouldn't be made by children," said Linda F. Golodner, executive director of the NCL, at the news conference. She detailed the horrors of Chinese sweatshops, where children as young as 10 often work 14 or more hours a day, six days a week, earning $10 to $15 per month. As the holidays near, 24-hour shifts are not uncommon.

Some of the toys Frontlash displays carry U.S. flags and strongly patriotic "American" messages — all prepared in China.

Frontlash, the NCL and other supporters leafletted Nov. 29-30 and Dec. 7-8 in front of toy stores in San Francisco; Tysons Corner, Va.; Langley Park, Md.; Miami; South Bend and Indianapolis, Ind.; Boston; New York City; Seattle; Portland, Ore.; and Knoxville, Tenn.

The focus of this third annual "Toycott" is to tell consumers "if it's made in China, don't buy it," said Frontlash's Cheryl Graeve.

Toys are China's second-largest export, after textiles. According to the Toy Manufacturers of America, more than $1.6 billion worth of toys comes into the United States from China.

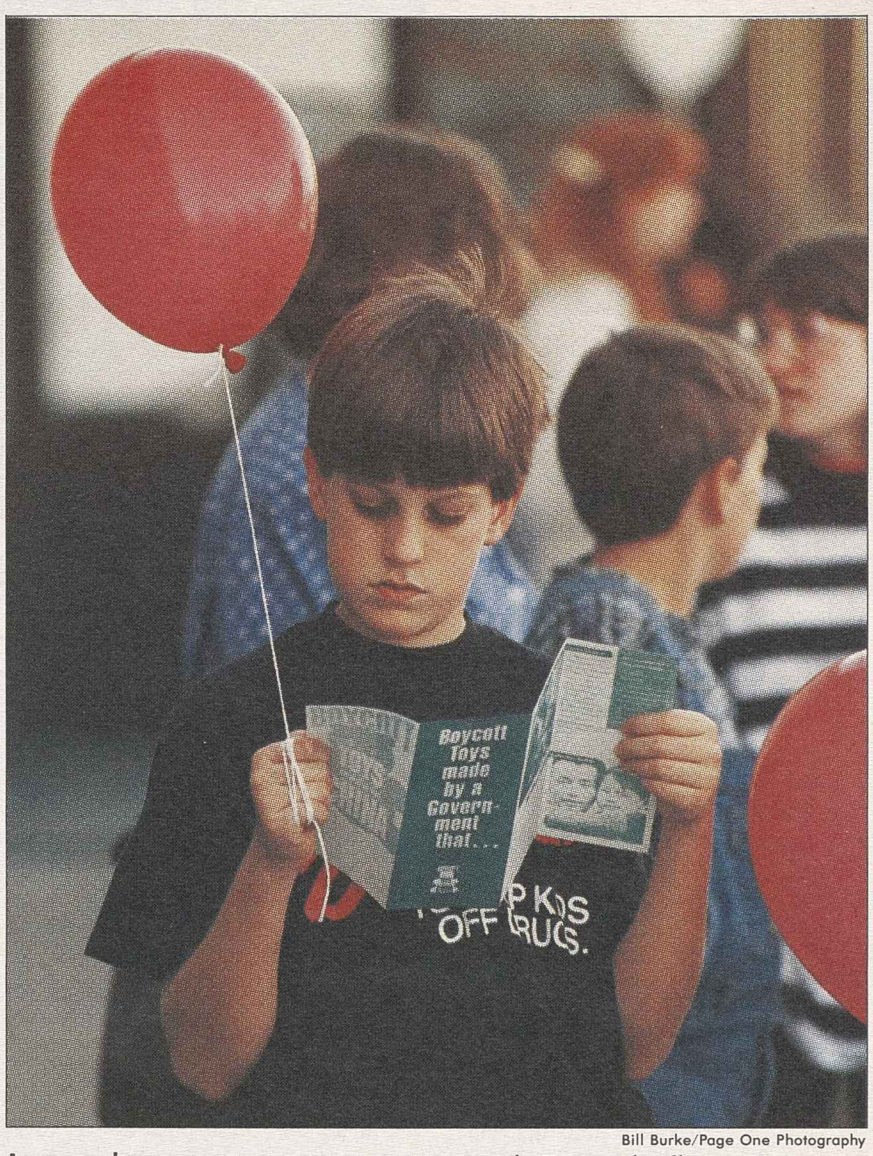
Golodner pointed out that 55 percent of doll imports — Garfields, Snoopys, Barbie Dolls and Teenage Mutant Ninja Turtles, among others — come from China, as well as 40 percent of other such toys as puzzles, games, cars and trucks.

"It is through Mickey Mouse and Ninja Turtles left on the shelf this season that we will tell Beijing 'no more,'" Graeve said. "We will not enable them through our dollars to repress their people."

"Toycott is important. Toycott will help deliver a powerful message to the old men who rule in China: Repression will not work," said Shen Tong, a Boston University graduate student who is chairman of the Democracy for China Fund.

In a letter to the AFL-CIO's Food and Allied Service Trades Department, 1990 George Meany Human Rights Award winner Fang Lizhi called the Toycott a "concrete step for liberty, democracy and respect for human life."

"Toys remind us of the joy and innocence of children at play," Fang said. "The children of the world are our future, and this future must be one in which human rights are respected for all, regardless of religious or political beliefs."



Bill Burke/Page One Photography

A young shopper in Tyson's Corner, Va., reads Toycott leaflet.

Chinese officials denounced the Toycott, and one told a Miami Herald reporter the child-labor allegations were "totally unfounded." However, news of the Toycott led to a drop in toy manufacturers' stock on the Hong Kong exchange.

Many of the Chinese-made toys exported to the United States are suplied by Hong Kong-based companies.

Replaced workers cheered by toys and turkeys campaign

By Muriel H. Cooper

'Tis the season when family expectations — particularly those of children — are high, even though jobs may be scarce. For the families of workers who have been "permanently replaced," it can be a season for pain and disillusionment.

To ease that pain, the AFL-CIO is spreading a bit of holiday cheer with assistance for nearly 1,000 workers who have been "permanently replaced" or are currently on strike — breadwinners who stood up for their health and pension benefits and now find themselves out of a job.

The federation's Community Services Department, through its National Holiday Family Solidarity Project, is providing toys and turkeys for families in more than a dozen cities, said Chris Marston, the department's assistant director.

"In other cases, we will provide vouchers that can be used at union grocery stores or toy stores," he said. "That way, the families can pick their own turkeys or toys."

The workers, including many Amalgamated Transit Union members and former Greyhound employees who are facing their second holiday season after being "permanently replaced," also are using the holidays as an opportunity to demonstrate the unfairness of their situations.

In Rhode Island, for example, replaced strikers will present Sen. John H. Chafee with a holiday food basket as a graphic reminder of the hardships being faced every day by unemployed workers and their families. They also will ask the senator to support S. 55, the Workplace Fairness bill, which would ban the use of "permanent replacements."

Described as "the most important labor law initiative to come before Congress in more than a decade" by AFL-CIO President Lane Kirkland, S.55 must have the support of at least 60 senators to avoid a filibuster. The federation is continuing its effort to lobby for votes with the help of community groups and letters from unionists.

The Senate is expected to take up the legislation sometime after it reconvenes in January. The House passed its version of the bill, H.R. 5, in July.

Other activities planned this holiday season include:

- A mass rally by ATU strikers at New York's Port Authority, followed by the distribution of toys and turkeys to at least 150 strikers.
- Milwaukee's Central Labor Council is working with the United Way to provide assistance to ATU families and Ladies' Garment Workers members at Rainfair, where a recent contract settlement has left workers trying to catch up after a six-month strike.
- In Ravenswood, W.Va., Steelworkers locked out and "permanently replaced" by Ravenswood Aluminum Corp. are benefiting from the generosity of many others, including workers at the New York Daily News, former victims of the "permanent replacements" phenomenon.

The newspaper has "adopted" more than 700 RAC kids for Christmas, and will provide toys and clothes for the youngsters. It is one of many outreach programs to benefit the workers in the small West Virginia town.

"USW District 23 is providing Christmas donations and moral support," said USWA Local 5668 President Dan Stidham. "The Kentucky AFL-CIO and District 30 also are providing assistance."

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LEGISLATION

Congress approves jobs-creating highway bill

Panels stay over to study economy

By Mike Hall

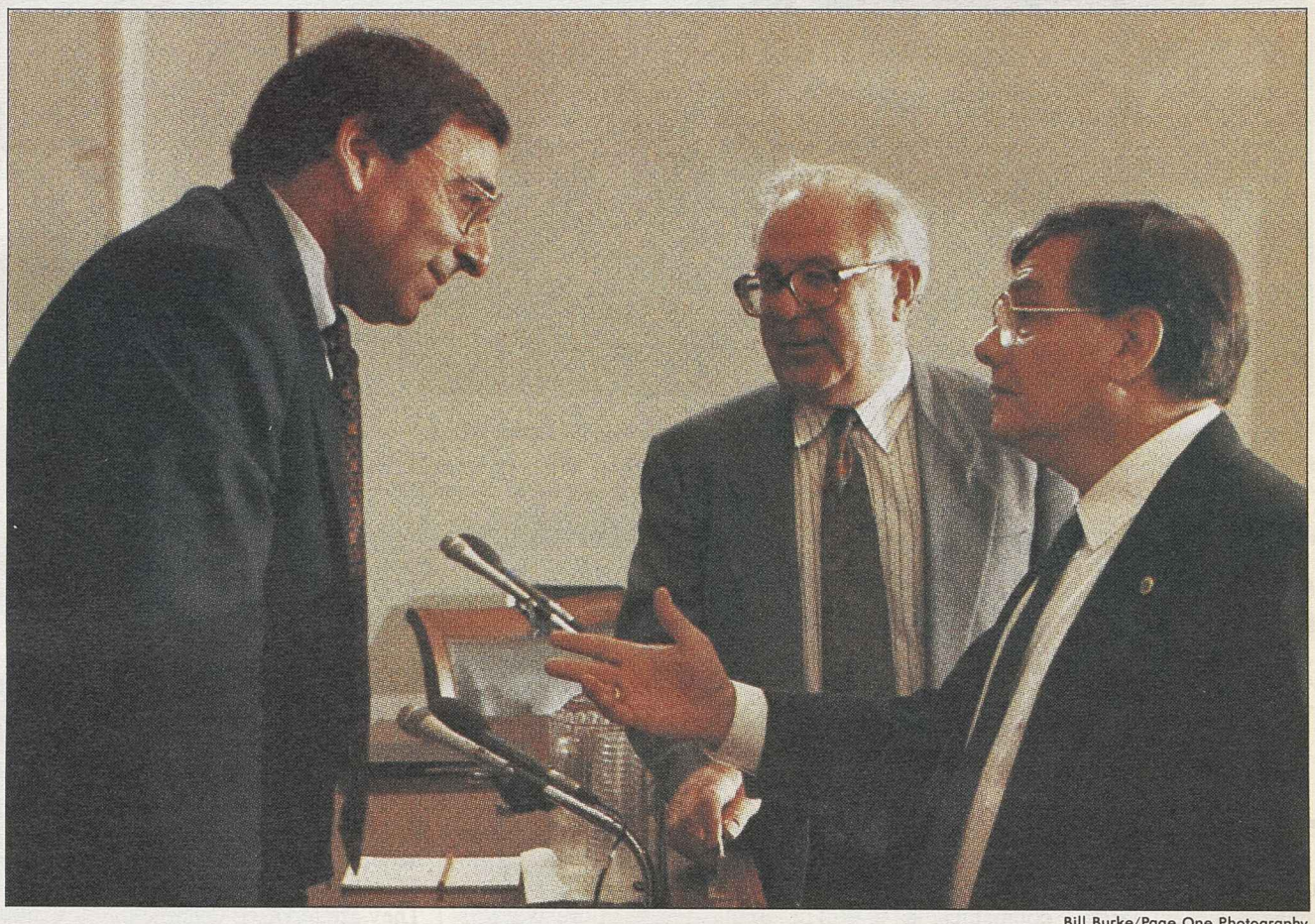
Just hours before adjourning for the holiday season, Congress passed a $151 billion highway and mass transit bill that will create an estimated 2 million jobs over the next six years.

The legislation, which the AFL-CIO supported, was the only major jobs bill to get through Congress this year.

During the several weeks of conference, the AFL-CIO was successful in its efforts to retain the funding levels and Davis-Bacon and labor protections that originally were in the House bill but were missing from the Senate version.

The bill also gave unions a voice in the Metropolitan Planning Organizations, which will play a major role in distributing the funds for highway and transit projects.

The margins of victory — 372-47 in the House and 79-8 in the Senate — forced the White House to back down from earlier veto threats. President Bush pledged to sign the legislation and cited the need to stimulate the economy — even though the bill differed little from the version he said he would veto months before.



Bill Burke/Page One Photography

Machinists President George Kourpias talks with Rep. Leon E. Panetta (D-Calif.), chairman of the House Budget Committee, before testifying on economic issues. At center is Rudy Oswald, AFL-CIO chief economist.

"This bill will be the centerpiece of our domestic agenda for years to come. . . for jobs, for the economy and for our future competitiveness in the global economy," said Rep. Robert Roe (D-N.J.), chairman of the Public Works and Transportation Committee. "With this vote we are rebuilding America."

The bill authorizes $119 billion for highway construction and repairs and $31.5 billion for mass transit construction and expansion. Those funds include $7.1 billion for completion of the interstate highway system and $24 billion for a flexible surface transportation fund that state and local officials can use for transit needs, if necessary.

There is $16 billion to replace and repair the nation's bridges and $9.2 billion for new transit starts and rail modernization projects. The legislation also prevents the expanded use of triple trailer trucks.

In other last minute action, the AFL-CIO's effort to protect pension plan deposits in banks paid off when "pass-through" insurance was maintained in a slimmed-down version of the banking reform bill, S. 543, approved on the last day of the session. The provision provides up to $100,000 in insurance per beneficiary in a pension plan when those plan's assets are deposited in a bank.

The House and Senate also extended for six months two AFL-CIO-backed employee tax exemptions for employer-provided education expenses and prepaid legal services.

While Congress will not begin its second session until late January, several House and Senate committees remained in Washington to conduct hearings on ways to repair the nation's economy.

Testifying for the AFL-CIO, Machinists President George J. Kourpias told the House Budget Committee that the nation has lost almost 1.7 million manufacturing jobs during the Reagan-Bush years.

Currently some 16 million Americans are unemployed or underemployed, most without unemployment benefits, Kourpias said, adding that those who find jobs usually find lower paying jobs with little or no health care.

"We are losing our manufacturing base," he said, as the United States goes from being the world's largest creditor nation to becoming the world's largest debtor nation.

"These problems won't be solved by a cheery State of the Union address, or more trickle-down economics, or tax cuts for the rich," Kourpias said. If Congress reduces taxes to stimulate the economy, the cuts should be for middle income Americans, he said.

Kourpias called for a national commitment to solve the nation's economic problems, "the same type of initiative we had when we developed the Marshall plan for Europe. . . The nature of this recession dictates that we cannot wait any long for recovery to happen by and of itself," he said.

The wealthiest 1 percent of Americans should pay more because they "reaped huge benefits from earlier tax cuts — cuts that added more than $1 trillion to the national debt," he said.

Labor presses for full coverage of new civil rights bill

By James B. Parks

Having fought for passage of the Civil Rights Act of 1991, the AFL-CIO and its civil rights allies are working on many fronts to ensure the law is fairly and fully enforced.

A primary concern, disputed by federal officials and the courts, is whether the act applies to discrimination cases that were pending when the bill was signed.

The bill clarifies the nation's civil rights laws after several Supreme Court rulings made it more difficult for victims to prove discrimination. It shifts the burden of proof to employers, provides for jury trials and for damages in sexual discrimination cases.

The law was effective on the date President Bush signed it — Nov. 21. Officials at the Equal Employment Opportunity Commission and the Justice Department have not yet issued formal guidelines on implementing the bill, but Bush's statement at the signing directs that the provisions do not apply retroactively.

At least one federal court has taken an opposite view. On Dec. 5, U.S. District Judge William T. Hart ruled that the pending sex discrimination case of a Chicago disc jockey could proceed under the rules set by the new law.

"Since the language and legislative history of the statute do not fairly indicate that the statute is to be applied prospectively only, the presumption of retroactivity remains," Hart said in his ruling.

The bill's co-sponsors, Sens. John C. Danforth (R-Mo.) and Edward M. Kennedy (D-Mass.) disagree on retroactivity. Danforth says it cannot be applied retroactively.

But Kennedy disagreed. "It will be up to the courts to determine the extent to which the bill will apply to cases and claims that are pending on the date of enactment," he said. "Ordinarily, courts in such cases apply newly enacted procedures and remedies in pending cases."

The victims in one of the cases cited in the bill — Wards Cove vs. Antonio — were not treated fairly by Congress when it exempted only that case from the bill's provisions, said Katie Quan, interim chair of the Asian Pacific American Labor Alliance.

During the AFL-CIO convention in Detroit, Quan said the federation is backing legislation introduced by Sen. Brock Adams (D-Wash.) and Rep. Jim McDermott (D-Wash.) to reverse the exemption.

Wards Cove is an Alaskan cannery where 2,000 employees are Americans of Filipino, Chinese, Japanese, Samoan and native Alaskan descent, Quan said. In his dissenting opinion in Wards Cove, Justice John Paul Stevens said their working conditions "bear unsettling resemblance to the aspects of a plantation economy."

Congress voted the exemption, Quan said, because "the company spent $175,000 to convince Republican and Democratic congressmen and senators that the $2 million they had spent on legal fees was enough punishment already."

In another matter, Kennedy and Rep. Barbara B. Kennelly (D-Conn.) introduced AFL-CIO-supported legislation that would remove the limits on punitive and compensatory damages for victims of sex discrimination in the civil rights bill.

The limits have come under fire since there are no such caps on the remedies available to victims of race or national origin discrimination.

"There is no justification for this double standard," Kennedy said. "International discrimination against women, religious minorities and disabled persons is no less reprehensible than intentional race or national origin discrimination, and our laws should not perpetuate this injustice," he said.

Nevada AFL-CIO photo

The Nevada AFL-CIO, the Northern Nevada Building and Construction Trades Council and a host of union workers gave "Union Yes" a high ride with labor's entry in the Great Reno Balloon Race recently. The sign was painted by Dorothy Hoffman of Stage Employees Local 363 and the balloon was piloted by Cindy LaVan of UAW Local 2162.

Strike gets community support

Continued from Page 1

Hispanic work force earning less than $5 an hour.

After voting to strike on June 20, the ILGWU members received letters from company management that permanent replacements were being hired. The campaign against permanent replacement became another major battle.

Rainfair workers spent more than five months on the picket line and leafletting throughout the community to win the new agreement.

The 32-month settlement provides a 20-cent wage increase in each of three contract years and a limited employee co-payment toward health insurance coverage.

Other benefits include a 401(k) plan and a review of all job rates by the ILGWU's engineers.

ILGWU President Jay Mazur called the Rainfair victory a tribute to solidarity within the labor movement.

"The extraordinary cooperation of unions, including the construction trades and chemical workers, and particularly the uniformed services — fire fighters and letter carriers — was very helpful," he said.

The fire fighters and letter carriers are primary consumers of Rainfair protective gear. Mazur stressed that the AFL-CIO-endorsed boycott of Rainfair protective gear "made a big difference" in gaining a settlement that returned all the strikers to work.

During the strike, six people — five Rainfair workers and the husband of one — began a fast to draw attention to the workers' fight for justice. Among them were Bernice Wilson and Norma and Ramon Vela, who met with reporters during the AFL-CIO convention in Detroit and with representatives of women's and consumer groups.

Norma and husband Ramon fasted for 35 days, undertaking the sacrifice because "the strike seemed to be lingering and we felt that maybe by doing something extravagant, we could get the ball rolling."

When the settlement was reached, the Velas ended their fast with some broth and a little white rice. "We had seen how the other hunger strikers had trouble eating following their fast, and we learned from them" and from Farm Workers President Cesar Chavez, who met with the hunger strikers in October.

The hunger strikers also were joined in limited fasts by members of the clergy in Racine, a local choir and other community supporters and found their way into "the community heart," Wilson said.

Survey faults OSHA enforcement

Testimony bolsters reform campaign

By Colleen M. O'Neill

The Occupational Safety and Health Administration imposed penalties for only 32.4 percent of citations issued against the 50 largest companies, a 14-year survey reveals.

The study, conducted by the Washington-based public interest group Essential Information and released Dec. 10, provides further evidence of the need for reform of the nation's workplace safety laws. The AFL-CIO is urging passage of S. 1622 and H.R. 3160, legislation that would overhaul the 20-year-old Occupational Safety and Health Act.

According to the report, the 50 largest 1990 Fortune 500 corporations were required to pay only 53.1 percent of penalties initially imposed by the federal OSHA. The report said federal OSHA issued 17,318 citations and 5,605 penalties and imposed $3.8 million in penalties against the surveyed corporations from 1977 to 1990.

"OSHA has more bark than bite," said Jim Donahue, author of the report that reviewed enforcement documents from 1977 to 1990. The government's hesitancy to impose violations "is contributing to the injury and killing."

Among the workers of those 50 companies, an average of 6.8 were killed or injured each month during the 14-year period, OSHA records show.

That average is consistent with the annual figures on occupational injury and illness, which were released by the Bureau of Labor Statistics Nov. 19. The BLS reported that 2,900 workers lost their lives on the job during 1990, and 6.8 million workers suffered job injuries and illnesses.

"The simple fact is more workers were injured and became ill from workplace hazards in 1990 than at any other time in the past decade — and that makes a strong case for passage of the OSHA reform legislation now before Congress," said Peg Seminario, AFL-CIO director of occupational safety and health.

Petrochemical industry workers have suffered greatly from weakened OSHA standards and enforcement — and families affected by the workplace woes provided emotional testimony of that deficit at a Senate hearing Nov. 5. Two widows said that if the current OSHA reform legislation had been in place, their husbands might not have died in industrial accidents.

Bert Arce was killed in an October 1989 blast at Phillips Petroleum's petrochemical plant in Pasadena, Texas, along with 22 fellow workers. The explosion was caused by contract workers doing a job Phillips workers considered unsafe.

After the blast, "I told our daughters, who were just 3 then, that there had been a big accident where their daddy worked, and that I was pretty sure he wasn't coming home," Carol Arce told lawmakers. She also worked at the plant. "It was two days before the company called to tell me Bert was missing.

"Since I left the plant that day, I haven't gone back to work there. . . . On that October afternoon, I lost my husband, my career and my identity. My daughters haven't gotten over it either. They are terrified that one day I won't come home, just like their daddy."

Bonnie Skala's husband worked for Monfort in Grand Island, Neb., and was crushed to death in machinery he was repairing — machinery that had been stripped of safeguards.

"My husband's company was concerned with speeding up the production process as much as possible," she said. "That speeding-up process helped kill my husband. If companies remove guards, barriers and other safety measures from machinery, how can there be any assurance that the workers operating that machinery will be safe?"

The House Committee on Labor and Education, in a report released Dec. 4, said even the simplest of safety standards was ignored at the Imperial Foods Products plant in Hamlet, N.C.

"Our investigation shows a complete lack of enforcement of even the most elementary fire safety standards," said Rep. William D. Ford (D-Mich.), the chairman of the committee.

The report cited the company's emphasis on production and profits at the chicken processing plant, at the expense of safety measures, as contributing to the 25 worker deaths.

Unions welcome new standard on blood-borne diseases

More than five years after organized labor called for action, the Occupational Safety and Health Administration finally has issued its blood-borne disease standard.

The rules, which take effect in early March, seek to protect workers from infection by the AIDS, hepatitis or other viruses by limiting exposure of health care workers, public employees and others to blood and "other potentially infectious materials," according to OSHA.

Affected by the standard, which calls for universal precautions treating all bodily fluids as potentially infectious, are private physicians' and dentists' offices, mental health facilities, corrections institutions, hospitals, clinics, HMOs and blood banks, among others.

OSHA pointed out that "other occupations where exposures might occur include, but are not limited to, funeral services, linen services, medical equipment repair, emergency responders . . . and law enforcement."

The standard was issued Dec. 2, in compliance with congressional legislation setting a Dec. 1 deadline for OSHA action. It marks the first time OSHA has designated an infectious disease as a health and safety hazard.

"We welcome this standard on blood-borne diseases — although it was too long in coming, we're glad to see it here now," said Peg Seminario, AFL-CIO director of safety and health. "We look to OSHA now to vigorously enforce the standard, to do the utmost to protect American workers."

The standard calls for extensive worker training; the use of gloves, masks and gowns in situations of potential exposure; safe disposal of needles to minimize accidental needle sticks; free vaccinations against hepatitis-B for workers; proper cleaning of equipment; and safe storage and disposal of potentially infectious wastes.

The measure also requires employers to develop exposure control plans and identify workers who might be at risk.

"This is a sane, effective approach to countering the hysteria created by the Helms amendments," said John J. Sweeney, president of the Service Employees.

Those amendments sought to subject AIDS-infected health care workers to punishment for failing to disclose that information to patients. While the new OSHA rule is designed to protect workers, OSHA Administrator Gerard F. Scannell acknowledged that it might provide additional protection from the spread of viruses for patients as well.

"It's about time," said Gerald W. McEntee, president of AFSCME. "At long last, health care workers and others exposed to blood-borne pathogens . . . will receive the protection they deserve."

SOLIDARITY WORKS
AFL-CIO 19th Constitutional Convention · Detroit, Michigan

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Steve Yarmola/AFL-CIO News

Participating in the AFL-CIO candidates forum are (from left): Nebraska Sen. Robert Kerrey, Arkansas Gov. William Clinton, former California Gov. Edmund G. "Jerry" Brown, moderator Paul Duke, Virginia Gov. L. Douglas Wilder, Iowa Sen. Thomas Harkin and former Massachusetts Sen. Paul Tsongas.

The convention was called to order Tuesday afternoon, Nov. 12, at 2:30 p.m., AFL-CIO President Lane Kirkland presiding.

KIRKLAND: This afternoon the convention will hold a candidates' forum. Six announced Democratic presidential candidates have accepted our invitation to participate. This forum will be moderated by Paul Duke, the senior correspondent for public television in Washington and the moderator of the television program "Washington Week in Review." Brother Duke. Welcome, Paul.

As I mentioned this morning, I hope and trust that there will be no demonstrations. Once the forum starts, delegates are requested to hold their applause until closing statements are completed. That is in the interest of both time and fairness.

Please remain seated at the conclusion of the forum. There will be the usual convention announcements thereafter. One half hour after the close of this afternoon's session, a reception for the delegates, the candidates, and their guests will be held in the foyer just outside this hall. Paul, the deck is yours.

MODERATOR DUKE: Thanks very much, Lane. And for all of you, welcome to 1992 Live, right here in Detroit, because this is the first of the presidential debates that will feature all of the announced candidates thus far for the Democratic nomination.

Let me tell you that this forum is governed by some certain basic rules, and let me just outline those for you. Each candidate will make a three-minute opening statement of his choosing. Then, there will be a question-and-answer period in which the moderator will be the chief interrogator. As a matter of fact, the moderator will be the only interrogator.

I will ask a candidate a direct question. That candidate will have one minute in which to respond. Then, each candidate will have one minute to react to or to comment on the direct question or the comment or the response of the others.

Once all the candidates have answered, I then will have the option of asking a follow-up question to one of the candidates, if I so choose; and that candidate, then, will have one minute to answer.

If a candidate is strongly attacked — and we know that never happens in politics — but if it happens to occur, then I will offer the candidate who is attacked the chance to rebut before asking another direct question. But the rebuttal is going to be limited to 30 seconds, and we have some lights here on the stage, and we hope to keep that under control.

At the end of the forum, each candidate will have two minutes to make a closing statement.

Now, the participants today, one of whom, obviously, hopes to lead the country starting in 1993, are Senator Bob Kerrey of Nebraska; Governor Bill Clinton of Arkansas; former Governor Jerry Brown of California; Governor Douglas Wilder of Virginia; Senator Tom Harkin of Iowa; and former Senator Paul Tsongas of Massachusetts.

We held lotteries to determine the order of the open and closing statements, and it so happens that Senator Kerrey won the part for the opening statement. And now I think the candidates are indeed supposed to come out on the stage. (Applause)

DUKE: All six are present and accounted for and miked up. I think we can now begin. Senator Kerrey, the floor is yours.

KERREY: The 1991 presidential campaign is about change, fundamental change. An increasing number of Americans are beginning to believe that it is possible and are beginning to believe that it is desirable to change the president of the United States of America.

In part, this is because the president of the United States just doesn't seem to understand that there's a life-and-death struggle going on in America today for working Americans who are facing decreasing income, caught in a squeeze of lower income and rising costs for health care, for housing and for education.

The president, rather than looking out at America and seeing flesh and blood, appears to look only through the lens of a pollster. He appears to act very much like the character in Mel Brooks' movie, History of the Earth, Part One, where as the King of France — his aide comes and says, "The people are revolting." And the King of France says, "I'll say they are."

That's the way George Bush is acting toward the people of the United States of America. He stands in the Rose Garden of the White House and says no to parental leave, no to increases in minimum wage, no to extended unemployment benefits, no to giving strikers the right to come back on the job after they've settled their dispute, no to a woman's right to choose, no to civil rights.

Increasingly, I believe Americans are growing distrustful of that kind of leadership and, increasingly as a result, are saying it's time for a change in 1992.

But if we are to have economic renewal in America, I believe we'll have to change much more than just the presidency. We need to change the way the government itself is organized so as not only to be more efficient, but more effective in solving the problems an increasing number of Americans face. We need fundamental change in the way we finance health care so that health care is established as a right and an environment in which we can control the cost. We need fundamental change in the way we educate our children so not only do we have a sense that we're increasing performance but a new partnership between the federal government and local school districts.

We need a change not only in the way we apply technology but the way we train people to handle that technology so that their job skills can increase and their standards of living can as well.

In 1992, most particularly, we need a change of values so that we begin to care more about posterity than we do about popularity, more about the next generation than we do about the next election; and that's why I'm running for the president of the United States of America.

DUKE: Governor Clinton.

CLINTON: For eleven years I have been privileged to serve as the governor of a state that is small enough for me to know by name the people who have suffered in the Reagan-Bush revolution. I have seen middle-class families work longer hours, spend less time with their children to bring home smaller paychecks to pay more for health care, housing, education and taxes.

I have watched two administrations now glorify wealth and power over work and productivity and family; glorify the fast buck over the long haul. It is apparent to me that the central question in this election is whether we will change our national leadership to recover our economic leadership, restore the forgotten middle class and reclaim the future for our children.

If you vote for me, you'll get someone committed

to just that, someone whose economic policies will be determined by one simple question: What does it take to compete and win in the global economy? The answer to that will determine my trade policy, my tax policy, my investment policies.

I know we need a tough and fair trade policy, and we need to meet our competitors on the field of economic battle.

I know we need affordable health care for all Americans, or we'll never be competitive in the global economy.

I know we need a real education president, someone who will fully fund Head Start, give us apprenticeships for young people who don't want to go to college but don't want to be in dead-end jobs; offer the opportunity for all Americans to finance a college education and give every one of your members a chance for a lifetime of training and retraining.

But I know the American people have to meet the challenge to change, too. All of them will have to change to seize new opportunities and assume new responsibilities. And I'll challenge them all: the poor, to have the opportunity for more education and training and help for their children with the challenge to end welfare as we know it; for students, the opportunity to have new-found educational opportunities with the challenge to meet high standards. And if they take money from national service funds to go to college, to pay it back with two years of service here at home as policemen or teachers or nurses helping to build America. For parents, the opportunity to have real family leave and favorable tax policies with the challenge that if they leave the home and leave their children for someone else to raise, they will have to meet the toughest possible child support enforcement. For workers, the opportunity for affordable health care, lifetime training and genuine striker replacement legislation. But the challenge to give us the most competitive workplaces in the world by changing the working environment and working with managers. I'll challenge business that way, I'll challenge government that way, and I ask you to join with me.

We won't always agree, but if I'm your president, we'll be full partners in restoring the middle class and America's greatness.

DUKE: Governor Brown.

BROWN: My candidacy is not so much about me, it's about you, you, and you, and all of us. Everyone in this room and everyone in Detroit and everyone who used to live in Detroit, everyone in this country, because there's no one person, if we speak honestly, who can come to grips and handle the crisis that's before us. You'll hear proposals about health care and education and national service and jobs and jobs at good wages.

We have to understand something. From the days when hundreds of thousands of people would meet in Cadillac Square in this city to where we are today, there's been a profound and steady erosion of the power of organized labor, the power of the Democratic Party, and in fact, the power of the people of this country.

If you try to understand, and we really face it honestly, we find out that when you look at the power of those who are elected to service, you see that they are in the grip of the power of a fraction of this country, from a democratic system where people had weight in the process, we've slowly turned into a politics where 1 percent of the population — because of their campaign contributions — control and dominate this process. And as a result of that, no matter what speeches you may hear, when the rubber meets the road, people vote against you. They vote against you on jobs and on trade and on health insurance.

For 25 years the Democratic Party has talked about having a national health insurance plan, but as long as the medical insurance complex pumps tens of millions of dollars into the incumbent party, both Democrat and Republican, you're never going to see a health insurance bill. And that is the essence of the problem. The majority of people are suffering because of the stranglehold, the corrupt grip of the few on our governing institutions.

My candidacy is about telling the truth of that and challenging it. I've said I won't take more than $100 from any citizen. The reason for that is not because it's easy, not because somebody gave me that idea, but because I can't figure out any other way to cut the umbilical cord — that I have certainly long held onto and what every major politician in this country still sucks on — that umbilical cord to corrupt money that is undermining this country, that has undermined organized labor, and is eating away like a cancer at the Democratic Party.

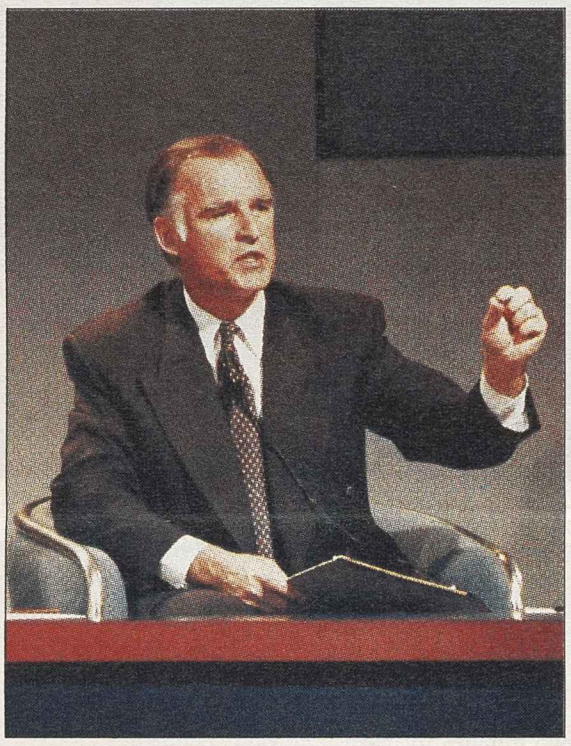
This is about wakening America. It's about wakening you, when your people vote against you and put a fast track to lose jobs, to move them out of Detroit. I mean, 98 treaties have been passed without fast track. When you can't even have the right to withhold your labor — what made Solidarity what it is, they sat in those yards in Gdansk — and unless you have the power in solidarity to withhold your labor, unless the government recognizes that, then you have no power. And this candidacy is about joining you in taking back your government.

DUKE: Governor Wilder.

WILDER: I'm glad to be here today and to say that I'm running for president because the country that I love and that you love has been subject to a hostile takeover, and that was during the Reagan/Bush era. Greed and prejudice have been used against us, the middle class pitted against the poor in order to divert the attention from the real culprit. The culprit was voodoo economics. George Bush coined that phrase.

The wealthiest Americans got richer. They got the tax breaks. The rest of us got the tax burdens. To paraphrase the hit song, the rest of us got the shaft.

A decade of code-word politics has made prejudice respectable again. From Willie Horton to quotas to David Duke, the Republicans capitalized on our fears. And yet, let's be clear: they're not the only ones to blame, because you and I know that after Walter Mondale lost the election in 1984, many Democrats began suggesting that the Democratic Party was too closely identified with minorities and labor.



Edmund G. "Jerry" Brown

I told those Democrats at the time that they were playing into the hands of those who wanted to divide us. I hope they realize now they have contributed to the climate that we see in our country today.

It's time to start healing America, and we need a president who understands all the damage that has been done to our great country. We can't entrust the future of our country to those in Washington or elsewhere who play at code-word politics, nor to those who saddled working America with their budget and economic mess.

Sixty years ago Governor Franklin Roosevelt knew that unless financial and fiscal sanity was restored, the hopes of working America was doomed. Thirty years ago, John F. Kennedy knew that there could be no illusions when it came to fighting discrimination. The next president must understand both of these lessons.

I'm an American, born in a segregated society in the Depression, and I understand probably better than anyone running why the forces of greed and prejudice must be defeated. The past sacrifices and the dreams of working America run right through my veins. And I know the struggle of working men and women, and I know exactly how it feels to be told that you can't get that job, even though you know you have the qualifications to get that job.

The working people of America have the right to be angry. But my life has taught me this, anger doesn't solve anything, it builds nothing, but it can destroy everything.

And I'm running because I want to see this country come together. We must stop exporting our jobs, stop taxing the middle class, stop tolerating a health system that leaves more and more people unable to afford basic ways, and stop favoring nations that use prison labor, and stop sacrificing American workers for Washington's mistakes. Together we can heal this nation, replace greed with equity, and replace prejudice with equality and replace Bush with a real Democrat.

DUKE: Senator Harkin.

HARKIN: Thank you very much. I want to thank Lane Kirkland and the AFL-CIO for having this today.

As many of you know, I come from labor. My father was a coal miner most of his life. My brother Frank was a United Auto Worker for 23 years until they busted his union. So I want you to know I'm proud of labor and I'm proud of what labor has done for America. I tell you, I think it's a darn shame that we have a president of the United States that can say all kinds of nice things about labor in every other part of the world, like Solidarity, but does his level best to destroy the free labor movement here in America.

I want you to know as a candidate and as a president I won't do that because I'm on your side.

I'll tell you another thing, I won't just take your money and your support and treat labor like some illegitimate cousin. I'm not built that way. I'm built to stick up for working people. And that's why I've come out with an economic program to put people back to work in America and give them good jobs.

It means, first of all, getting rid of trickle-down economics. You know, give everything to the rich, hope it trickles down. You know that never works.

Secondly, it means investing our wealth here in America, building roads and highways and bridges and mass transit and sewer and water and energy and communication systems. And I mean to do it with American steel and American products and American labor here in our own country.

It means investing in early childhood education and Head Start. It means a national health insurance program for all. It also means that we've got to stop subsidizing the defense of Europe and Japan to the tune of $160 billion a year and make them start paying their own tab.

And it also means getting tough on trade and quit exporting our jobs. I want you to know I'm the only candidate for president that voted against sending your jobs to Mexico on a fast track, and I'm proud of it.

I want to say something else too. I consider public service to be vital to a free democratic government, and in the Harkin administration, we won't make public service a whipping boy. I'll stick up for our public employees; I won't stick it to them.

Lastly, let me say old George Bush, he was over in Rome a couple weeks ago, he said there wasn't a recession over there, meaning here, our country. Old George Herbert Walker Bush can't get it right. Born on third base, he thinks he hit a triple.

There are some who say I shouldn't be bashing Bush. Well, I've got this to say: if not us, who; if not now, when? And I intend to hold his feet to the fire and make him accountable for what he's doing to America. And I'm telling you all, this is a tough message, the tough message of Franklin Roosevelt and Harry Truman and John Kennedy and, yes, Harris Wofford, that I'm taking to the American people.

DUKE: Time's up.

HARKIN: It is a message of courage and conviction, and with that message I'm going to win the nomination. And with that tough message and your help, I'm going to whip George Bush.

DUKE: Senator Tsongas.

TSONGAS: Thank you very much. I began my campaign eight months ago. I was not a politician in Washington looking at the polls. I was a private citizen back home watching George Bush take this country over the economic cliff. I'm not in government. I left government seven years ago.

The basic reality we face in this country is very simple. The cold war is over. Japan won and Germany won and Taiwan won and Switzerland won.

Why did they win? Because they know what they're doing. They have an economic battle plan. If you're a steelworker in the United States, you know that we don't have one; and if you're an unemployed steelworker, you know it even better. If you're an auto worker, you know we don't have one. If you're an unemployed auto worker, you know that even better.

George Bush, like Ronald Reagan, has no economic battle plan. You know, it would be like if Michigan State and Ohio State had a football game and they announced just before the game that the coach of Michigan State would not be at the game. He'd be at a conference in Rome, but would send his best wishes. Then, the university would declare that no more game plans were allowed and that everybody could go on the field and do their best and good luck to them. That's the Reagan-Bush economic plan. It's no plan at all.

What we have to do is say to the American people, enough decline. I grew up in Lowell, Massachusetts. I suspect a lot of you have been there. You talk about economic decline, my home city used to be a textile

capital, and we lost those jobs. And that's what I grew up in. It wasn't a couple-month recession. It wasn't a couple years' recession. It was a decline decade after decade after decade. That's my childhood. And what's happening to this country is that we're going to give our children the same future. They're right now beginning to hear around the country young people saying they're angry because of what we're going to leave them.

We have to have an economic battle plan. Here is mine. There are copies out there. George Bush has no idea what to do, but you have to hold us accountable. You have to say to us, "What is your economic battle plan, what is your health care plan, put it on the table."

We're going to do that and we're going to give you something very good, and in January, 1993, George Bush can go back to Europe, live there forever. We're going to turn this country around.

The economy

DUKE: All right. We've heard the opening statements, and I'd like to pursue this matter of economic battle plan, because the topic that echoes up and down the meeting rooms of this convention clearly is jobs, jobs and more jobs. And, say what you will, George Bush does have a program of sorts. He talks about economic growth and he has a program to reduce the tax on capital gains, which he thinks would stimulate the economy.

So what I would like to do is to put this question to you now, Governor Brown: Specifically, how would you get the economy moving again and do you believe that we need a new dose of supply-side economics?

BROWN: I think we need a new dose of what I would call a new capitalism. We need a dose of economic strategy that we don't have. We don't have a plan. You don't have a game plan, and you don't have it. And all the rhetoric aside, I'm going to get back to the basic issue. Unless labor has the tools, you're not going to protect the gains, and even if you create the economic game plan, they'll all go to Mexico anyway, or Malaysia. You've got to have a trade plan. You have to have a labor law reform. You have to be able to withhold your labor.

And, then, in that context, you have to have an economic strategy to rebuild infrastructure, roads, highways, trains, the waterworks, schools. You need all that stuff, everything that Harkin said and everything that everyone else says.

But you need one more thing. The incumbent leadership — and this can be real harsh, but it's true — is bought and paid for by the very interests that are destroying this country and destroying you. And unless we challenge them, the economics are always going to be turned around. That's why you lost on fast track. That's why you lose on labor law reform. You must cut the umbilical cord to the corrupt status quo. Then, you invest, and then you people finally win.

DUKE: Okay. I want to ask all of you to hold your comments to the questions to one minute, as was agreed to in the discussions beforehand. Governor Wilder.

WILDER: I think that the only plan that I've heard to speak to putting money out there is my plan. I call it "Put America First Plan," and it deals with realities. We need to stimulate the economy to produce jobs.

How do you do it? We've been borrowing from Social Security, borrowing from the Highway Trust Funds and borrowing from everybody else. My plan would call for $50 billion right away to be put into starting up our economy, right away, by cutting $25 billion in waste, but finding $15 billion from lower-priority items on the budget, and $10 billion I would find from defense spending. That's $50 billion automatically going right into our economy.

I'd take $35 billion of that and give that for tax relief for middle-class families, tax incentives; and I would take $15 billion of that and give it to our citizens in our localities so they can fight infrastructure needs and build educational needs and opportunities.

DUKE: Senator Harkin.

HARKIN: As I said before, what we need to do is start investing here in America, and first thing we've got to do is throw out that supply-side, trickle-down economics. You know, these Republicans, they just can't get it right. They keep trying it. They don't understand, you can't fertilize a tree from the top down. They keep trying it. It doesn't work. You've got to put it in at the bottom, let it percolate up. And that's why my economics program that I outlined a couple, three weeks ago is what we need here in America, to put Americans back to work.

I talked about building roads and bridges, highways, mass transit, automated roads, new energy systems, communications systems. And, again, it means doing it with American steel, American products, American workers, doing it here in this country.

People say, "Harkin, where are you going to get the money for that?" Well, I'm going to go to the American people and say: You've got a choice. We're not a poor country. We are the richest country in the world. Six trillion dollars GNP, $1.3 trillion federal budget. We're not broke. It's just that all the money is in a few hands. That's what's wrong. It's in a small pot. And what we've got to do is spread it around a little bit. Money is like fertilizer. It works the best when you spread it around a little bit.

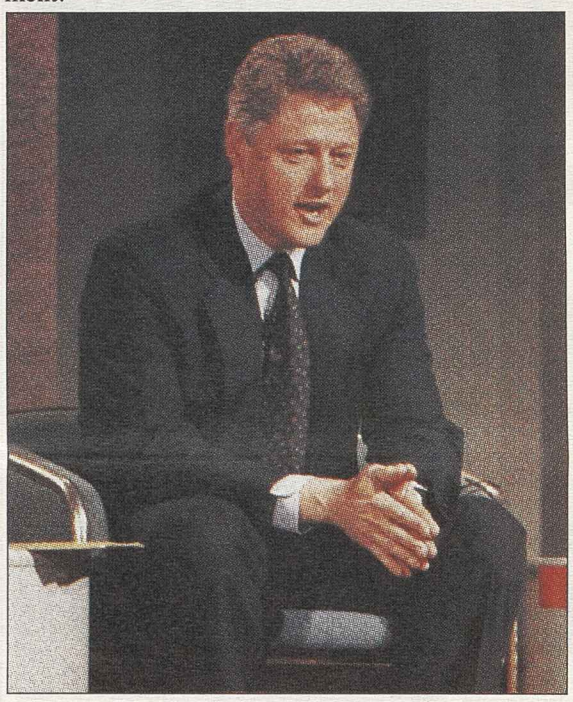
DUKE: Senator Tsongas.

TSONGAS: That's true in politics, too.

My plan is very simple. No country is great economically if it doesn't have the best manufacturing base in the world. If you're not producing automobiles, if you're not producing computers, if you're not producing parts, if you're not producing steel, if you're not producing textiles, nothing else matters.

My strategy is an investment strategy, two parts. One, invest in human capital, education and training — we've talked about that — so that we have the best skilled workers in the world.

The second part is to invest in your productive capacity, research and development, plants and equipment.



Gov. William Clinton

It's like a set of dominoes. The first domino for our country as it is for any country is the manufacturing base. If people are not working making products that are high valued and that are exported, the rest of the economy begins to fall down; and that's what is happening to this country. Manufacturing has to be our focus.

DUKE: Senator Kerrey.

KERREY: I will say five things quickly. First of all, we need to restructure the federal government itself. It's gotten too big. It's inefficient. It does not solve the problems that America needs to solve. I propose going from 14 to seven departments. That will make the federal government an awful lot more accountable.

Secondly, we've got to have a single-payer system of health care so that all Americans have health care as a right, so that they aren't penalized for preexisting medical conditions. The incentives are there like we have with all industrial nations. They increase your job skills. They increase your ability to be able to extract from the marketplace.

Thirdly, we need a different way of getting technology applied in the marketplace. We spent $150 billion, two-thirds of which is in defense. We need to shift that over to civilian research, particularly in processing; and fourthly, I believe that we need significant investment in changing the regulation and the objective that we have for our communications technology.

Overall, I think we've got to try to say essentially that the real wealth in America is going to be created by working men and women in this country. Unless we provide a tax system, an educational system and an infrastructure system so they can get wealthy, none of the rest will work.

DUKE: Governor Clinton.

CLINTON: I will say we have three major problems. One is everybody says we're underinvesting. We're underinvesting in public and private funds. Two, we're not competing in the organization of our economy; and three, we're wasting more people than anybody in the world. Let me just address those quickly.

We need more public investment in infrastructure, education and the control of health care costs.

Secondly, we've got to compete, not just tough trade policy, but how do you support trade policy? Other countries have health and export financing. We've got to do it. Other countries do research and development with government help. We've got to do it. Always compete.

Finally, don't waste so many people. We let people lose their jobs here because of crazy decisions managers make, and there's no fund to retrain them. Most people lose their jobs, and they either stay out of work too long or they have to take a job making 30, 40, 50 percent of what they used to be making and there's no fund to retrain them.

So I say make more use of our people. Educate and train everybody for a lifetime. If you compete economically, you invest more and you put people first, you'll win in a global economy. What we've done is reward wealth and greed and let the people who run the biggest companies in this country make a hundred times what their workers do and get a tax deduction for it; and we've been rewarded with economic decline. We've got to change.

Spending

DUKE: All right. It seems to me that you've struck a kind of a theme here. You all talk about we need a great deal more investment in the country to improve various things, health and education, to do more to build up the country; but I don't find any solutions in terms of how do we pay for these things.

For example, Senator Harkin, you recently said if we make our children pledge allegiance to the flag, we should pledge to give them education, health care and housing. We can all agree with those noble objectives. My question to you, would you specifically tell us how you would pay for those things?

HARKIN: First of all, that was Bob Kerrey who said that. I want to give credit where credit is due. It's a pretty good saying, I've got to admit. I wish I'd said it.

How do we pay for it? Again, I'm going to go to the American people and say you've got some choices. As I said, we're the richest country in the world. People always say how are you going to pay for it. But, implicit in that question, it's sort of like we're poor. We're broke. We're not broke. We're the richest country in the world, but we've got to make choices and here's your choices.

It's called a ballot. If you want to continue to spend $160 billion a year of your money defending Europe from the Soviet Union or whatever it's called, the choice is there. Take your ballot and put it in the Bush box. But if you believe we can take some of your wealth — it's your money — and invest it here in America in better roads and bridges and mass transit and energy systems, better education, health care for all, you take your ballot and you put it in the Democrats' box because that's where we're going to get the money.

DUKE: Senator Tsongas, do you have a specific pay-as-you-go plan here?

TSONGAS: Let's take the issue we've all been talking about, health care. Everyone is going to offer a health care commitment, but where is the package? Where's the specifics?

In the back of the room there are 150 copies of the plan that we're talking about. This country spends $730 billion a year in health care. That is 12 percent of our GNP. The problem is not that there's not money. The problem is there are 37 million Americans who are not covered.

George Bush says he doesn't see a program that he likes. The fact is the money is there. The easy part is to say I'm for health care for everybody; and I am a product of medical science, so I care about this deeply.

The question is, can you have a program that works economically. I have endorsed a managed competition plan, and I think it's critical, as was said in the early speeches, that you force us, every one of us, to put our health care plan on the table and explain to you specifically how we pay for that.

Here is mine. I think everyone should do the same thing.

DUKE: Senator Kerrey.

KERREY: I think Paul Tsongas is really on to something. I think the health care is a linchpin to try to provide resources, particularly for children. I have a proposal that — with all due respect — I believe

is superior to the managed competition plan.

It simply says that if you're American, you have a right to health care. We'll argue at the federal level what our benefits are going to be. I have a progressive system of paying taxes that will pay for the plan itself so that every American under $40,000 a year will pay at least $500 less.

It is an enormous relief on property tax as well. AFSCME just did a study that showed a $27 billion reduction in property tax if my bill were to be passed. It does not tie people to employment. It liberates Americans to be able to worry about the right thing, and it provides for the first time continuous health care to 11 million children who live in poverty who do not have the kind of care that they need.

DUKE: Governor Clinton.

CLINTON: First of all, I would like to point out that this national government could find $500 billion to pay for the bankruptcy of the S&Ls — which will cost $900 billion when you finish paying the interest on the debt — and can't find $5 billion to fully fund Head Start. So I believe the money is there.

Secondly, I agree with what the others have said. If you control health care costs, you will free up massive billions of dollars in existing federal revenues.

When you take that, plus the second thing I think we have to do, which is to not increase current consumption programs in the federal government more than per capita income goes up for the American people; and thirdly, take the savings you get from the peace dividend, from reduction in defense spending and divide it between paying off the debt and investing in education.

Those three steps will provide the money we need for every program I have recommended for the American people.

DUKE: Let me urge you to hold your applause, if you would, because you're taking away time from the discussion, even though at the end you will be given plenty of time to applaud.

One of the hot topics in labor circles is the growing practice of replacing workers — did I miss you? Okay.

BROWN: Why don't we come back to the same point. There's money. This is the essence of my case. Bush gave $7 billion to the Egyptians because they supported the war. The Democratic-controlled Congress gave $50 billion to bail out the S&Ls.

There's the money, but there's not the political will because the incumbent leadership is bought and paid for. That's the problem. Until you take that power back, you're not going to redirect the money where it's needed.

A million people left Detroit. This city is dying. It's dying because there's not enough power here. Labor has power, and that's where it has to begin. Working people have to take this country back. Then we'll have the plan. Then we'll have the investment where it's really needed, and that's in people's pockets and families; and that takes care of the schools and everything else.

DUKE: Governor Wilder, you have a turn, too.

WILDER: Let me, first of all, say: Tom Harkin, you indicated earlier you were the only person who voted against fast track with Mexico. I didn't have a vote in Congress. If I had, you would have had two votes.

Secondly, I am the only one here who spoke of the $50 billion being allocated for jump-starting our economy, and told you where I would get it without taxing anyone. And moreover, let me say this: health care has to be affordable, accessible and there has to be accountability. Before you can do any of that, however, you have to get some handle on the fiscal spending in Washington. I wasn't there to sign on to that budget compromise which made us the largest deficit nation in the world.

We keep talking about how rich we are. Then why do we owe everybody in the world the kinds of money that we owe? And why don't we put our priorities first? We can pay for those plans by having accessibility, accountability, and to make certain that it's affordable. The affordability comes, however, in cutting needless spending and getting rid of waste.

Trade

DUKE: The moderator will move on to another question. We have talked a bit about trade today. Trade is always a prime topic, particularly in labor circles before an audience like this. There are Democrats in Congress who are pushing for more restrictions on trade practices. But the question I have to put to all of you is: shouldn't the policy when it's decided go beyond what labor wants? Couldn't some of these restrictions hurt consumers and drive up prices, harming the economy in the long run? I'll start with you, Senator Kerrey.

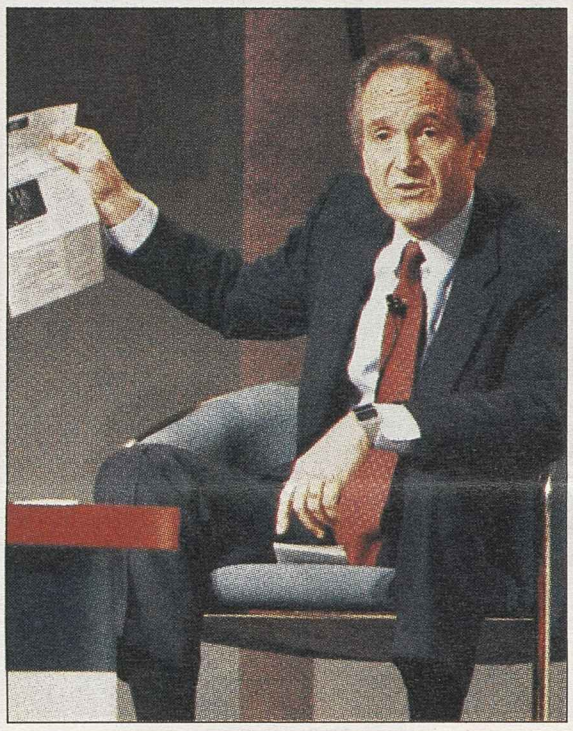
KERREY: I think the answer is yes. I mean, my vote to give the president fast track authority, by the way, was a reluctant vote given the performance of the Republicans the past eleven years on trade, where trade, the object of trade is the number itself.

I believe what trade should be used for is an engine to increase the standard of living of everybody in the world, and indeed, it has been. Very few people on this platform would criticize what Harry Truman and George Marshall did in Europe, and that was to expand economic opportunities in Europe. We traded with Europe, and our standard of living went up as a consequence. In addition to that, we should see trade as a means to strengthen our communities and strengthen our environment. If we have a social contract between the United States and Mexico, which I am going to argue for alongside with Don Riegle, then in fact we can make trade work for all people in this country and in the world.

DUKE: Governor Clinton?

CLINTON: I feel it only fair to acknowledge that I agreed with Senator Kerrey on giving the administration the authority to negotiate, even though I don't trust them to negotiate a good deal.

We have won a lot over the years in trade. We have jobs going on a fast track to Mexico right now because of short-sighted management, and because we don't have a national economic policy that con-



Sen. Thomas Harkin

trols health care costs, trains workers, increases productivity and gives us a chance to have a competitive trade policy.

So, we have got to expand trade, that's the only way a rich country gets richer, but we can't do it on the backs of middle-class working people. We can do it, and everyone can win, if you have someone who has the guts to have a national policy to restore middle-class economics of this country. Then we can have more trade, other countries can win and we will, too.

DUKE: Governor Brown.

BROWN: Just coming over here yesterday I ran into someone who is running a plant closing department for the state of Michigan. He said plant closings have doubled, outsourcing of jobs. What's happening is the power of the few, the people who write those thousand-dollar checks that are financing all these presidential campaigns, they make more profit by going to Mexico. That's the fact. Sure we should expand, I want to expand trade to the maximum, but in the context of an economic plan that is subject to people such as yourselves. As long as you're putting up 15 percent of the political campaigns, you're going to get 15 percent of the action. Unless we can break the stranglehold of that corrupt status quo, then all you're going to get are crumbs of rhetoric. That to me is the most important issue, and I will come back to it on every question, because it is the key to our survival, yours, mine and the United States of America.

DUKE: Governor Wilder.

WILDER: Paul, no case has been made that the American consumer has been hurt as a result of us insisting that jobs not be exported abroad. We have got to have foreign markets open to the American investor, American industry. To the extent that we are constantly being hurt — I got hurt in my own state of Virginia with a plant that says they were moving south. They didn't say south of the border, but they finally got south of the border.

You know why? Because of the cheap wages with them not having the opportunities to protect those workers in those regards as the American worker would be insisting upon. So, accordingly, I think the American consumer won't be hurt, our trade policies can be expanded. You can't begin to compare what we did at a time when the Marshall Plan was enacted with President Truman, because America then was the giant of trade across the entire world. That is no longer the circumstance, and accordingly, I think the American consumer and the American taxpayer is being cheated.

DUKE: Senator Harkin.

HARKIN: I don't think anything says it more clearly than these two ads right here that were in an industry magazine. Here is an ad that was in the September 1990 magazine. It says: "Here is Rosa Martinez, produces apparel for U.S. markets on her sewing machine in El Salvador. You can hire her for 57 cents an hour." September 1990.

Same ad, August 1991, just this August, one year later. "Rosa Martinez produces apparel for U.S. markets on her sewing machine in El Salvador. You can hire her for 33 cents an hour." Hell, next year they'll say she'll pay you to work for you.

The thing is, and I'll tell you, you go out and buy those shirts — you've done it like I have, one made there, one made here, same price in the store. Who's making the money? It isn't Rosa Martinez, and it isn't our workers in this country. That's why the consumers aren't getting a good break. And that's why I say it's time for a president that gets tough on trade. Don't lower our standards to theirs, make them raise their standards up to ours.

DUKE: Senator Tsongas.

TSONGAS: In Europe today, what they're looking forward to is Europe 1992. I believe strongly, I agree, we need a North American-South American common market. The Europeans are going to come together, and when they do, we are increasingly going to be excluded. In the Pacific Rim, the same thing.

We have to have a strategy, an economic strategy that reaches out to North America and South America has to be the basis of it. Our future — let me tell this quick story. There's a fellow who ran for the Lowell City Council back in the bad old days. His campaign slogan was: "Help us save what's left." Now that's a hell of a positive statement. This country has only one future. The Japanese know it, the Germans know it. Highest wages in the world, highest skills in the world. We're not going to compete with Malaysia. You compete with Malaysia, you're going to live like Malaysians. We have to compete with Japan, Germany, Switzerland at the highest wages in the world. That's where the economic battle plan comes in.

DUKE: That leads me to a follow-up question to you, Senator Tsongas. Aren't these proposed trade restrictions really a cop-out? Isn't the real problem the productivity, the need to improve the productivity of American workers?

TSONGAS: I am not a protectionist, I have never been a protectionist. But the fact is, what Reagan and Bush did very simply was, they went to the Japanese — let me use them — and said to the Japanese, "I'm going to take on the Soviets, the evil empire. We need your support. You can have everything else." And they took it.

What we have to do is be competitive — invest in education, training. We also have to say to all our trading partners, reciprocity, level playing field. You go to the Japanese and say to them, "It is not in your interest for the United States to implode economically. There are two pieces to the puzzle, fair trade and aggressively getting your act together."

You know, the old expression in Pogo, "We have met the enemy, he is us."

If we underinvest, which is what we are doing compared to all our trading partners, we're never going to compete, but we have to make them play fair.

Strikebreakers

DUKE: Another hot topic in labor circles is the growing practice of replacing workers on strike. The unions obviously are opposed to this, but many business groups contend that in this atmosphere of a recession which we have today, or a partial recession at least, that business needs more freedom to hire and fire to make sure that it can meet the efficiency that management needs.

What is your opinion? There is a bill which is now before Congress, and what is your opinion about whether we need this bill or not, Governor Clinton?

CLINTON: I think we do need it. I don't think it's fair to say workers have a right to strike and say

that means the right to lose your job. And business knows it's not there, because they had the legal right to do it for thirty years and never used it.

When was it used? When the Reagan-Bush era dawned and they were told that basically wealth and power counts more than work and productivity. Business knows it, but to be further fair, business feels the pressure, that they need to use this more now because this is the only country in the world without an economic strategy to compete and win.

You give affordable health care and control health care costs for business, you give systematic training so we're the best-trained people in the world, you revolutionize the workplace for productivity and give us striker replacement legislation, we'll protect workers and still compete and win in the world economy. That's what we ought to do.

DUKE: Governor Brown.

BROWN: I strongly support that — and Tsongas is handing out his book, I've got a labor record out there that you may see as you walk out, it's probably the strongest — it is the strongest labor record anywhere in America. I'll stand on it. We banned professional strikebreakers in California.

I come back to the same theme, that what is missing here are the tools, the tools to take power back. We're sitting in a city that has lost a million people. You go to Kuwait, we're rebuilding it. We had a Marshall Plan, and unless we take that same attitude and commit ourselves to rebuilding our own people, that's investment — everybody is talking about it.

That's what we need to do. And there's only one obstacle. I believe it's the system by which we've made politics and politicians into beggars from the few who'd rather move to Mexico or move to some foreign country than invest right here in this country. That's the critical question. Yeah, we can get economic striker protection, but it's going to take some kind of an earthquake, because the Senate Democrats aren't doing it — some of them are. That's what has to be changed.

DUKE: Governor Wilder.

WILDER: It makes no sense for someone to lose their job because of exercising a constitutionally protected right. And for that worker to be put out of work because they're saying that I want to protest against what the grievance procedures are, what the health policies are, and nothing at all affecting that worker's work. And for management, or anyone else, to be able to say, "As a result of your exercising that right, you're fired." I'm against that, that's wrong.

DUKE: Senator Harkin.

HARKIN: In opening, I said something about my brother Frank. He worked 23 years. He was a United Auto Worker, worked in the plant. The first ten years he worked there he didn't miss one day and wasn't late once. In 23 years, he only missed five days at work because the snow plows didn't come through. He's a deaf man, he's disabled.

After 23 years, they brought in the scabs, they busted the union, brought in the scabs and threw him out on the trash heap.

No one has to beg me to be on that anti-striker replacement bill. I know what it means from my gut. And no one, not one person in this audience or in the labor movement in America has to tell Tom Harkin how important the fight is at Ravenswood, West Virginia, to the life of the free labor movement here in America.

And I can tell you this, as president of the United States, I'm going to do everything in my power to pass that anti-striker bill, and you can count on it.

DUKE: Senator Tsongas.

TSONGAS: I spent six years in the United States Senate. I had a 90 percent labor support record for COPE. But I have spent 20 years trying to make the point that what we need in this country is arbitration and conciliation between labor and management. I would love to support the striker-replacement bill, but I don't think in the long run that that is better than forced arbitration.

I'd love to get the support, but I'm not going to flip-flop on this issue, and I don't think it's good economics. Labor, management, government has to get together and understand what everybody else among our trading partners understands. We have to work as a team; labor, management and government have to get together and not have a situation where we expend our energies towards each other rather than against the outside.

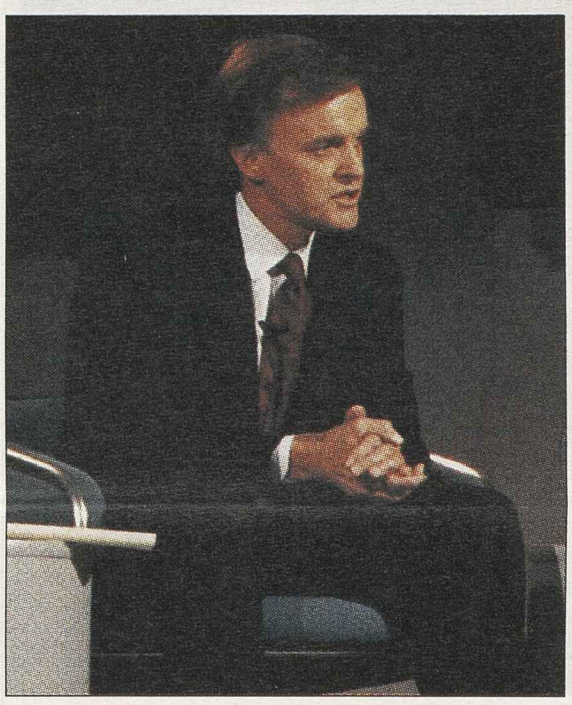
DUKE: Senator Kerrey.

KERREY: Well, I support the striker replacement bill. I think it's a reasonable protection for workers. I don't think it violates the freedom that businesses need.

But I must say, last week I visited Finkle Manufacturing Plant in Chicago, Illinois. Four hundred some jobs there, high-paying machinists jobs, the Machinists union organized, some $30,000 a year in employment. And what that plant represents is I think what we all ought to think about when we're talking about trade and what can government do. Fifteen percent of those sales depend upon exports. And what that plant manager said to me was: "The thing that I need from my government is an educational system that will bring me workers. And only four out of 20 people who apply have the skills needed to be able to work on that floor. And what I need is a government that can provide me with the technological research that I need to stay competitive, and there's nothing out there right now in government that provides me with that edge."

DUKE: Let me move now to you, Governor Wilder, and ask you a question relating to education, because here, too, everybody wants to do something to improve American education, but the public seems unwilling to pay for it. In New Jersey, as you know, the voters repudiated the educational reform plan of Governor Florio. In Missouri, the voters turned down a $385 million bond issue to make the schools better. So, how do we improve American education? Do we need to turn more to private education, to some kind of voucher system?

WILDER: What we've done, and I think we should do it on a national level, is to involve the private sector, working with government. I've done that in Virginia, what I call "Work Force 2000."



Sen. Robert Kerrey

But we need to start early to get our youngsters with more monies for at-risk youngsters; to get involved with prevention in terms of youngsters who are going astray and dropping out of school. And also, when you correlate health care with education, because they're inseparable, you have to do that.

In addition to that, we are finding our young people who are not going to go to college, we're putting them in a mentoring program. If they're going to go into vocations, then we're going to be with them as far as the mentoring section, the private sector's concern. But in doing that, they'll get a certificate, a degree or a diploma.

Then also, you've got to end what we call a disparity in education. I've appointed a commission to do that. And you can't have equal education if you don't take into consideration where that person lives and the economic status of that individual. You can't hold that against them.

DUKE: We'll go to Senator Harkin.

HARKIN: I agree with Governor Wilder, we've got to start rethinking education. And that begins at birth and the preparation for education begins before birth. That means that we've got to start funding early childhood education, quit trying to patch and mend and remedy later on. Let's get Head Start fully funded.

George Bush said in 1988 he wanted to fully fund Head Start. That's under my subcommittee jurisdiction. Under his proposals he sent down, do you know when we'll fully fund Head Start? In the year 2050. That's unacceptable to me, and it's unacceptable to the rest of America.

Secondly, we need to make the federal government a better partner with our local schools in terms of providing the tools, the computers, the technology they need.

The third point I'll make is this: We need better education for vocational training for those kids that don't go to college here in America.

Lastly, let me say this, we can't be defunding education, overcrowding our classrooms, cutting our supplies, and then blaming the teachers for the problems.

DUKE: Senator Tsongas.

TSONGAS: Tom, the reason that the president did not give you the money for Head Start is because he gave that money to Star Wars. So he thinks that we're better off, we're more viable if we're worried about Estonia invading Luxembourg than we are giving kids viability, number one.

Secondly, the only way, Paul, you're going to convince the American people to spend the money is to make them understand the link between economic viability and education. The way it is now, George Bush separates this. All people care about is spending. Our job is very simple. Economics equals education equals economics equals education. That has to be the drum beat. A president of the United States gets up and says, "My fellow Americans, if we have the best educational system in the world, we'll have the best standard of living." That's where the leadership comes from, then in here is where you will see it in January of 1993.

DUKE: Senator Kerrey.

KERREY: First of all, I must say that early childhood education obviously is the key. And I'm definitely opposed to the use of vouchers. I believe it would destroy public education as we know it and, in particular, increase the "savage inequality," as Jonathan Kozol described it in poor school districts.

But what is desperately needed, I believe, is a new partner with the federal government, the federal government coming to assist the 16,000 school districts in this country that are urgently trying to reform and restructure, for the purpose of increasing the performance of our school children.

Now, there's something wrong in America with our school system, and the biggest thing that I see is that we're just not committed to be able to get the job done. Our Department of Education, in my judgment, has become a regulatory nightmare, a top-down regulatory mechanism, that almost adds no value at all to our school children, and thus we need fundamental change in that Department of Education if we expect to get the job done.

DUKE: Governor Clinton.

CLINTON: I believe I've spent more time in school rooms, raised more money for education, and promoted more reform than any other governor in this country and anyone else who could be running for president. We raised taxes in Arkansas, but we've also done it in a fair way. Investment is important, but also opportunity is important. We need full funding of Head Start, a national apprenticeship system for the kids that don't want to go to college, full access to college, and lifetime education and training programs. We need high standards, standards for those apprenticeship training programs, standards for what kids should know, and national exams to see if they know it. Then, you need massive national restructuring, more power at the school level, to teachers, principals and parents, less bureaucracy, and really support for innovative change like public school choice, not private school vouchers.

DUKE: Governor Brown.

BROWN: You've got to fully fund Head Start. You've got to start with the kids. One out of five are born in poverty. You've got to make that commitment to national health care so every child comes into the world with a full chance. You've got to make the commitment to putting teachers at the forefront of our society. That's not true. That's not the way it is today. Their pay and their livelihood and their respect is critical. That's why they have to have the tools of collective bargaining to determine what goes on in that classroom.

And I signed a collective bargaining bill and covered more public employees than any other person in the country.

But most important is the full employment economy that comes from investing in this country. Kids could learn if their father and mother have a decent family income; and that, together with the specifics, will put our schools back in the forefront.

Cities and states

DUKE: We've talked a great deal about the inaction at the federal level; but as you all know, some more than others, the states are in a state of financial crisis as well — rising budgets, rising taxes. They're cutting back and they're laying off people. Now, what do we do about that problem? I'll begin with you, Senator Tsongas.

TSONGAS: You talk to any governor — and my state was one of the first states to go through the recession. What happens is, if you have a recession,

there are no tax revenues. The problem that the states are dealing with is that their revenues are falling because the environment, the capacity to have people working, has disappeared. You lose thousands of jobs, people are not working, they're not paying taxes, plants go out of business, that's the problem. All these states and all the suffering that you all have gone through is because the country is sinking economically. You can't blame the governors when the bottom falls out of their revenue base. The only way you're going to bring back the states, and the cities, by the way, is to have a growing, expanding, economic pie; and that's where the president of the United States comes into the picture.

DUKE: Senator Kerrey.

KERREY: I would, once again, touch on health care. I mean, I've got to address your attention to the fact that I do have a single-payer piece of legislation in that completely eliminates Medicaid. And both the governors on the stage can talk about the rising cost of Medicaid at the state level. No American would ever again go into a welfare office and prove that they're poor enough to get health care, as 27 million Americans now do. It is a tremendous relief to the states to be relieved of that particular problem, plus states would not have to worry about negotiating for health care, as all other employers do as well, and have to provide benefits that are also increasing in cost. Unless you solve that particular problem first, unless you have a piece of specific legislation that addresses the rising costs of health care and gets all of this in as a consequence of being an American citizen, I believe the states are going to constantly be struggling to be able to fund the things that they want.

DUKE: Governor Clinton.

CLINTON: We all know this is hardly a partisan issue. If you look at a former architect of the Reagan-Bush revolution, Governor Wilson, a Republican California, raising taxes $7 billion and cutting spending $7 billion, former Republican Senator Lowell Weicker in Connecticut having 40,000 people demonstrating against him because he no longer has a printing press, so they have to balance the books, you see what the problem is. You cannot tell the state and local governments that you've got to create the jobs, you've got to educate the kids, you've got to solve the health care problems, and, by the way, here's less money to do it with.

So, there's three things you can do to help state and local government. One, get the growth rate of the country up. Two, control health care costs and give us an affordable national health care plan. And, three, stop sending down mandates that don't have anything to do with helping us invest in this country and making the economy grow again. If you do those things, state and local government can begin to function again and all of us will be better off and we can reduce the rate of increase in state and local taxes.

DUKE: Governor Brown.

BROWN: States are suffering because the economy is suffering and the American people are suffering, and, still, the budget agreement in Congress is frozen in concrete. You can't shake it. $300 billion for military spending, taking care of Europe and Kuwait and every other darn place. But not here. Remember, in this country people were selling apples in 1939 on the street and in 1941 everyone was working. What is required is an investment. That's massive investment in infrastructure, technology, energy, transportation, all the things that are needed, and tax cuts that will target innovation and training. We have the money.

The reason why the states don't have the revenue, people aren't working; and even when they're working, they're getting $7-an-hour jobs when they used to get $16-an-hour jobs. That's it. You've got to say the enemy is not over there. It's right here. It's ignorance, it's inequality, it's a low-wage philosophy. And that's what we're all about. But to take it back, you've got to break open that gridlock that's in Washington, and that incumbent party is frozen. That's why I say insurgency is the only thing that will unlock it.

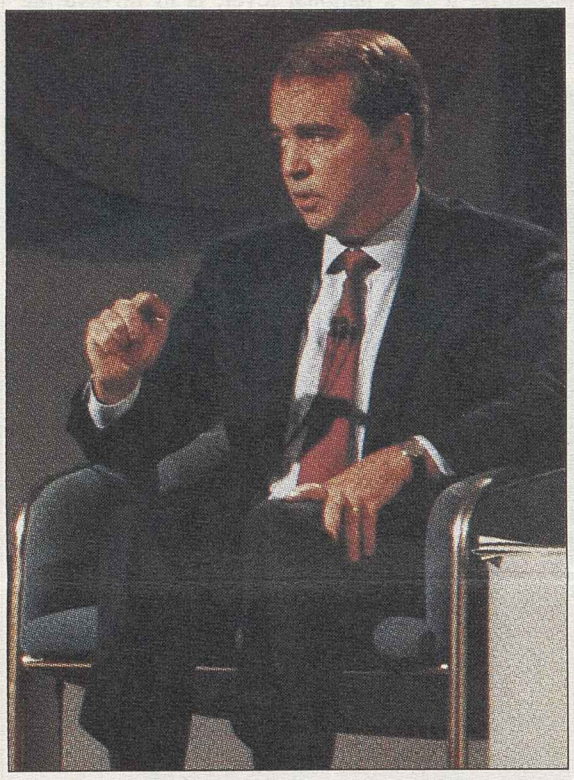
DUKE: Okay. A little long. I must go to Governor Wilder now.

WILDER: My state was voted the best financially managed state in the South for its size than any state larger in the country. But I'm saying, even in doing that, we balanced our budget. We didn't raise anybody's taxes, not one penny. And, likewise, we ended up with the largest surplus in my state's history, $200 million; and we likewise had a budget surplus of some $90 million. But it was tough. But people made the sacrifices across the board. But Washington constantly sends down the mandates and sends down the requirements, and accordingly, we have to suck it up. We can't continue to do that unless we're going to have more management over our own affairs, and until the monies that we send to Washington, our tax dollars, are spent more wisely and more fiscally prudent.

DUKE: Senator Harkin.

HARKIN: I think the first thing we've got to do is recognize that we're in a recession and be honest about it. J. Danforth Quayle was recently up in New Hampshire and said the recession was over. Bush is over in Rome, as I said earlier, and said, "There's no recession over there," in our country. You know, we've got a president who has isolated himself from our people and our problems. We are in the worst downward economic spiral since the 1930s. Now, everyone is going around talking about how to jump-start the economy. You know, when my car is dead and I've got to jump-start it, that doesn't solve the problem. I've still got a dead battery. We don't need a jump-start. We need a new battery. And that means we need to get rid of trickle-down economics. We need to invest in job production here and build that infrastructure. It's been estimated that 60 percent loss of productivity in America is because we're not investing in our infrastructure.

Third, as Bob Kerrey said, we need a national health insurance program that covers everyone.



Paul Tsongas

And I'll tell you, last, we need a president who will get tough on trade. That will solve your states' problems.

Democratic Party

DUKE: We've heard a variety of issues that have been discussed today; but even so, the Democratic Party has had tough sledding in many ways in recent years and there are people who feel that the Democratic Party has lost touch with many of its traditional values. For example, that it has ignored its core constituency, the middle-class and the working-class whites, and that it's been too concerned about equality and minority rights and affirmative action programs and things like that.

Governor Wilder — I'll start with you — do you think that the Democratic Party has lost touch with these traditional values and really needs top-to-bottom reform?

WILDER: Absolutely not. It has not lost touch. And that was the rhetoric I was referring to after Walter Mondale lost. Everyone said, "Oh, we've got to go back, we've got to throw out this group and take in more of that group, the party is too close to labor, it is too close to minorities." And yet, you look at the victories that the Democratic Party scores. Where do they come from? Those same groups or those same parties that people said throw out. No, the Democrats haven't lost their way. Some pundits on so many occasions who tell us which way we are going have lost their way. I submit, all we need to do is go back, to regroup, and to bring those same forces that made this country great in the Depression, during the 1930s, when Franklin Roosevelt put us back together, but as a people. And we need healing in this country more so than ever before.

DUKE: Senator Harkin.

HARKIN: You know what made me a Democrat, was when I was a kid about nine years old, my dad took me out in his Model A and showed me a building; and on the side of the building was a plaque and it said, "Work Projects Administration, 1939." Now, my dad wasn't ashamed of that. He was proud that he had worked on that building. I never thought about it then, but I thought about it later when I was in Congress. You know, to this very day I have never yet had a person come up and show me the stub of a welfare check and tell me how proud they were of it. That's what made me a Democrat, is because my party believed in jobs and giving people the pride and dignity of work, and not the humility of welfare. The welfare state they accuse us of building, the Republicans are building the welfare state with their trickle-down economics; and that's why I agree with Lou Harris, the pollster. He said for the Democrats to win in 1992, they need a candidate who is not afraid to attack the Republicans and isn't ashamed of traditional Democratic values. And I tell you, I might know someone who can do that.

DUKE: Senator Tsongas.

TSONGAS: You know, the clever politics today is to do the same thing the Republicans do, which is to divide. When George Bush put Willie Horton in that ad, he knew what he was doing. He was going to divide this country by race for his own political benefit. And a man who would divide the country by race should not be president of the United States.

We have to understand that we're part of one team. How I do and how you do affects all of us. You know, the Japanese understand this, the Germans understand this. Those people who would say to the Democratic Party, "Turn your back on your traditional core," we'd lose our soul. Why would anybody vote for us?

It seems to me, if we do nothing in 1992, we have to put George Bush out and say, once and for all, that "it's your kind of politics that gives us a David Duke." David Duke is the son of George Bush.

DUKE: Senator Kerrey.

KERREY: He's harder to follow than Tom Harkin. Well, to a certain extent all of us have lost touch I think. I must say that the finest thing that this nation ever did was build policies in the 1960s upon what was then called the Great Society, and a great society said that people had dignity and value, whether or not they had the ability to come to Washington in a Gulfstream and influence the policymakers. And as a consequence of those values, said human beings had much more than just something they could attribute to in a poll.

The people of the United States gave me health care and educational benefits as a disabled veteran, not because I signed up with any politician. There wasn't a politician in America that I liked. There wasn't a political party in America that I liked. I made no contributions, other than to say today that I'm grateful to this great country for saying that we're going to build a great society and reach out to those who are bent low and try to lift their sights up. And we've forgotten how to do that.

DUKE: Governor Clinton.

CLINTON: I think we do have to change. This is the longest-lasting party, the Democratic Party, in the history of any democracy, because we have been willing to change consistent with our traditional values; and whether you like it or not, a lot of the members of labor unions in this country have been voting against Democrats because they thought we were for the status quo, for government as it is, for dividing up the pie differently, for not changing anything rather than being for change and growth and opportunity. And you always clap when people tell you what they want to hear; but the truth is, last year Germany's productivity growth was three times ours, Japan's was four times ours, and we all have to clap when we're challenged to change and do better. And I have fought David Duke and George Bush and all these other buzzards on civil rights in the South, where it's harder. I'll keep doing it. But you should accept as Democrats the challenge to change so all of us can be part of an American economic revival.

DUKE: Governor Brown.

BROWN: Here is what one of your general presidents has said: "Today the Democratic Party is a little more than a fund-raising umbrella for a self-perpetuating club of politicians who feel a greater obligation to their campaign contributors and to other incumbents, regardless of party, than they do to the voters who elected them." And the best proof of that is that they wait up until the middle of the night to pass a pay raise giving themselves $2,000 a month more and putting them in an income bracket higher than 99 percent of the American people. You bet they are cut off. Until we can bring them back to earth and put them back to grass roots, you're never going to see a damn bit of change.

Leadership

DUKE: We're now down almost to the closing statements, but I have another question to put to all of you. We've had some tough things said here today about George Bush. We've also had some tough things said about the Democrats. And some of the toughest things have been said by you, Governor Brown. You referred to the "corrupt grip of the few," the "power of the few," the "corrupt status quo today," "incumbents being bought."

So I'd like to put a question to you, Senator Harkin, for this final round. Do you think he is talking about throwing out a lot of Democratic rascals in Washington?

HARKIN: Well, I don't know. You've got to ask Governor Brown what he means by what he's saying. I don't know.

DUKE: Do you think a lot of Democratic rascals should be thrown out in Washington?

HARKIN: Well, what I think is that the Democratic Party needs some strong leadership in the White House. We need a president, once again, like Franklin Roosevelt and Harry Truman and John Kennedy, someone who can go to the American people, who understands how they feel, who knows in their guts what it's like to be an ordinary, hard-working American, who knows what it's like to struggle and to fight for their family and to work themselves up from the bottom and know what that ladder of opportunity is about. We need a strong president in the White House to take the Democratic Party and to lead it, not to bash it, but to lead it, to make sure I can go to Congress as a strong president and say we're going to have a national health insurance program by the fall of 1993, that we're going to end striker replacement, and that we're going to provide jobs to the American people. That's what the Democratic Party needs.

DUKE: Senator Tsongas.

TSONGAS: It seems to me pretty clear, Governor, that there are good incumbents and bad incumbents, and I happen to be a supporter of the notion of term limits, not the Washington state proposal, but the idea of citizen legislatures, which is what our Founding Fathers began with. There's some very good people in government. Where I think you're right, however, is that the average American believes there's gridlock between the Democrats and the Republicans in Washington and nothing is moving. That's why I have made a point of saying that I'm not going to take PAC money and called upon all of us to make that pledge, so we can go to the American people and say, "We're free from those special interests." And I renew that pledge, I renew that plea today, so at least at the presidential level, the Democratic Party can make it very clear that PAC monies are not going to be part of our agenda.

DUKE: Senator Kerrey.

KERREY: Well, I say that Liza Doolittle said it best in "My Fair Lady." She said, "Words, words, words. If you love me, show me."

I have a specific proposal for health care with progressive taxes attached, specified in the proposal. It changes the world for the insurance companies. I know Governor Brown thinks the insurance companies should be taken on. I agree with him. I invite him to take them on in my behalf as well. I understand that we need to take on vested interests if we're going to make that kind of change for the people of the United States of America. There are lives at stake with this issue. It is not just a question of offering a program up in contrast to George Bush, who has no program. Lives are at stake in America. I quite agree with Governor Brown. We get detached and disconnected and sometimes forget that we're trying to serve for the purpose of increasing the perfection of human beings.

DUKE: Governor Clinton.

CLINTON: I agree that there needs to be a shake-up in Washington, but I don't think a $100 campaign contribution limit alone will do it. The $1,000 limit is less than half of what it was in 1974 in real terms. What we need to do is to reduce the impact of PACs, lower the cost of congressional campaigns, and open the airways to honest debate. The first thing, Congress should live under the laws that it makes. As president, I won't sign a pay raise for the Congress or for the president until the wages of middle class Americans start going up again. When we do our job for them, we can raise our pay for ourselves.

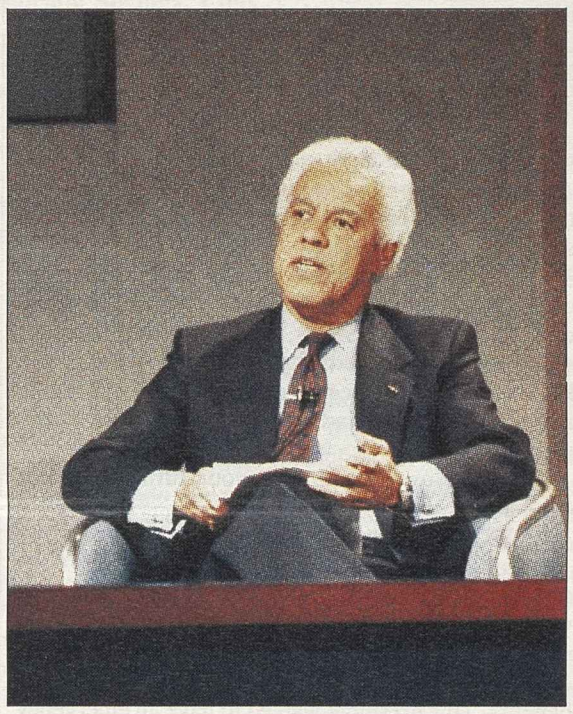
But let me tell you something. There's not been a time in history when the 535 members of Congress changed this country. If you get a president who will lead and be a firm partner and do the things we're talking about doing today, they would turn this country on a dime, because the American people will send them a signal to do it. And that's what this election is about.

DUKE: Governor Brown.

BROWN: People talk about having a single-payer medical plan so you can cover everyone without paying any more money, and that's true. When you say single-payer, you've just knocked out hundreds of insurance companies who are giving tens of millions of dollars to candidates of both parties. That's my point. I don't come here as some academic. I've been the governor of the largest state. It's the biggest government outside of Washington. I raised $30 million in today's dollars. I know the whole thing inside and out, and I can tell you, the system is tilted and distorted against you. And unless we can undermine the corrupt strangle-hold that's in Washington now, then all our best hopes and dreams will fail. That's why I'm limiting my contributions to $100. That's why I support term limits. I want to break it open and put you back in power.

DUKE: I'll ask a brief follow-up question to someone in just a moment, but first I'm going to Governor Wilder.

WILDER: Thank you, Paul. Let me say that the answer to the question as to whether — I thought your question was whether Jerry Brown was talking about Democrats in Washington. That's what I thought it was. I heard a lot of different answers.



Gov. L. Douglas Wilder

My answer is, yes, he was talking about them, and for good reason. Because the largest rising party in this country is the party outside of the beltway. There's a two-party system in this country, one inside the beltway and the other outside the beltway. I happen to be a Democrat, but I'm also a member of that party outside of the beltway. And until you change that around — I hear people talking about what they would do about health care. Well, you've been there. The question is: Where were you and what did you do for all those years? Six, I don't know how many. I don't know how many.

But George Bush isn't the only person responsible for this. You were there, too. And to the extent that Democrats were in the predominant control of that Congress for all those numbers of years, the question will be asked by the American people, where were they?

DUKE: And that leads to my follow-up question to you, Senator Kerrey, because, as the governor says, the Democrats have been dominant. Basically, the Democrats have run Congress since the mid-1950s. And so, the final question: Is the system, as Governor Brown was saying — is the system really tilted against you, the people? Is that how you see it now?

KERREY: Well, it does require a considerable amount of effort to make democracy work, no question about it; and, you know, to say that it's a representative in Congress or it's the president begs the question, what is it that we want to do? And when I lay out a proposal that restructures government, I have already heard from a variety of interest groups that say, "We don't want to lose the special relationship that we've got with this bureaucracy, we're not concerned, necessarily, with what the bureaucracy does, but we're concerned about preserving and protecting this relationship." I've heard on health care, I've heard on education, I've heard on other proposals. There's no question that it requires a significant effort in fighting for those things in which you believe, and there's no question as well that democracy doesn't always produce the right outcome. What we're trying to do, it seems to me, in this campaign is give the American people a clear choice of change, when, in fact, there's going to be only the maintenance of the status quo coming from George Bush.

DUKE: Today you've heard from six of the choices loud and clear, I would say. We now are ready for the closing statements, which will be two minutes long.

There was a lottery here and, Senator Kerrey, you won, or lost, whichever the case may be, for the final statement.

KERREY: We'll find out if I win or lose.

I will simply add to what I've said before.

I've got specific proposals on health care, specific proposals on education, technology, on trying to change our communication system to give us a powerful engine in our homes and in our schools to learn and expand economic opportunity that I believe will fuel economic renewal in America.

But I will also say that throughout my own life, one of the things that I have learned over and over and over is that in order to get something done, you first of all have to know where you want to go, and then make a determined effort to try to get there. But just as important in my lifetime, either in the military in Vietnam or recovering from wounds in the Philadelphia Naval Hospital, or in raising two good children, or in putting a business together, or winning two elections, once for Governor and once for Senate, I have never in my life done anything worthwhile without reaching out to other people and asking them for help.

So of all things that I'm doing here at this particular convention and throughout this campaign is saying to the American people, I want to put together a majority of Americans who are concerned about their future, willing to put it all on the line for the children and risk it all, if necessary — popularity, the election — risk it all on behalf of our future. If we act upon that value, we will build for greatness in this country again.

DUKE: Your closing statement, Governor Clinton.

CLINTON: I thought I was last. That's what they told me.

DUKE: I'm sorry. I misread. I'm looking at the original order. Senator Tsongas.

TSONGAS: My political instincts tell me I don't want to be last.

You know, if you think about our founding fathers and our own ancestors, our parents, our grandparents, and think of all the sacrifice that was made so we could have this great country, they worked hard. Some of them died to give us America, and look what's happened to it. What George Bush and Ronald Reagan have done to this country is to bring this country to their knees.

This is not about ambition. This has to be about purpose. Our ancestors expected more when they put all of this together and gave it to us. We should have a sacredness about how we feel about this country and not squander it. We're only on this earth a short time, and all that work that was done for hundreds of years to give us America, they gave it to us for this time to preserve it, to nurture it, and then give it to our children intact.

It's not about George Bush or the Democrats or the Republicans or management or labor or liberal or conservative. It's something much more noble at stake here; and whether we as the leadership and others in the Democratic Party can go back and take this country back to its greatness so that we can look at our responsibility to the next generation and we can turn it over to them and not feel guilty that we've given them less.

Our children will be the first generation in American history to get a lesser country than what we had. That is a horrible indictment, not only of the Republicans, but of all of us; and I think what this campaign is about and what we're all going to try to do is to turn to our children and give them the country, give them an America as great as it has ever been, and true to the ideals of our founders.

DUKE: Governor Brown.

BROWN: What happened to us has been going on quietly. It's been building up slowly, the deterioration in the economy, the corruption of the political system.

I know what it is. I've been in 17 different elections. I know what it is to spend your time principally at gourmet cocktail parties with people who give you a thousand bucks, each one, try to make fifty thousand each night. When you do that day in and day out, you begin to be very sensitive to the needs

of those people and the rest of the people who would never think of writing a check for a thousand dollars to a politician. They get lost behind.

That's the problem. I come here having thought about it. I left the governorship in '83. I took two years as chairman of the Democratic Party, raised millions of dollars from all the groups that I'm now talking about; and I saw us lose the governorship. I see our registration going down. I see labor getting weaker, and I come up with — this is my best understanding of what needs to be done.

We have to take this government back. We have to cut the umbilical cord to the corrupt money, the corrupt money that is distorting the process in Washington against you, against each one of you in this room and the people you represent.

That's what my candidacy is. It's an insurgent campaign, and, yes, I support the term limits, because I know we need new blood there. Whatever is there is not working, and that leadership has to be challenged; and the way you challenge something is in a campaign, a national campaign, and you have to do it, each one of you.

Please, think about it. Think what you can do. Your awakening, your insurgency, your drawing together in a campaign of true opposition can restore labor, can restore America, and can restore the future. Thank you.

DUKE: Governor Wilder.

WILDER: Thirty-nine years ago this month, I was huddled in a little bunker in Korea trying to stay warm, and I was told that we were fighting communism; and I was wondering why I was there, being sent away from a country fighting for freedoms for some people that were going to enjoy far more than I when I came back home to my country, to my state, to a school — a law school that I couldn't go to in my state. I had to go out of state to be educated.

Yet, a week or two, about a month ago, I went back over to Korea; and I was able to see what all of that meant. I know what it means now for the freedom-loving people everywhere. I know what it means to me, and I can tell you America needs healing now.

You know, I also think about another person. We speak about our forebearers, our ancestors. I think it was Sept. 3, 1838, a fellow was leaving the South. Frederick Douglass was his name. He was a slave, and he was escaping, and as he made his way north in his quest for freedom, I wonder if he ever had it in his mind that just 153 years later his namesake, a grandson of slaves himself—I was named after Frederick Douglass—would not only be governor of the Commonwealth of Virginia, but would be seeking the candidacy for the nomination of the presidency of the United States. I wonder how he felt.

I can say to you all of us in this country are blessed with having so much and so many opportunities. I say to young people everywhere yes, we'll find a way to bring it together. Whether it's health care, whether it's education, whether it's jobs. Once we bring the full might of the American people together understanding that we truly are one nation, one people, indivisible, under God with liberty and justice for all.

DUKE: Senator Harkin.

HARKIN: When I think of labor, I think of my family. I think of my father who spent 20 years of his life in the coal mines, had nothing to show for it but black lung disease, no retirement, no health care, nothing. I think of my brother Frank, disabled working 23 years, a United Auto Worker when they busted his union, brought in the scabs and threw him out in the trash heap of life.

I tell you, people don't deserve to be treated like that in America. You know that. You've always known it. That's why the labor movement in America has always been in the forefront of every battle to provide dignity and worth and opportunity to American working people.

Now, I want to speak to you plainly and bluntly. There are some who say that you're the problem. Well, I'm here to say you're a part of the solution. You're the ones that are going to help us enact a tough trade policy to keep our jobs in America. You're the ones that are going to help us enact a national health program to cover all Americans. You're the ones that are going to help enact that economic program I talked about to give good jobs to people, jobs where someone can work and make enough money to raise their family, educate their kids, buy a home, buy a car, take a nice vacation, retire in dignity with good health care. Those are the kinds of jobs we want in America, and we can do it.

We can do it with strong leadership, and I intend to provide that strength, that strength to reclaim the American dream and provide that ladder of opportunity for our children. So I'm here to ask for your support.

I would be proud to have your support because I'm on your side; and I'll tell you this. When I'm president of the United States, every double-breasting, scab-hiring, union-busting employer in America will know that working people of America have a friend in the White House; and that's all there is to it. Thank you.

DUKE: Now indeed it is your turn, Governor Clinton.

CLINTON: Maybe I should have gone first.

I want to make two brief points in closing. First of all, something we didn't talk about is what we would all do if we were president tomorrow to jump start this economy. I think there are some things that can be done. We ought to extend the unemployment benefits. This president wanted to have an emergency to feed the Kurds and their children, and I was for that; but I think we ought to feed unemployed Americans and their children too.

Secondly, I think we ought to lower the interest rates on credit cards. That would put billions of dollars back into the hands of consumers. Your interest rates on your checking and savings accounts have been cut. Why not lower your interest rates on credit cards. Why are they at an all-time high?

Thirdly, we ought to speed up the highway bill. We could put $25 billion in the economy in the next six months, put thousands and thousands of people to work.

Fourthly, we ought to do more in Washington to help middle-class people buy homes by insuring more of the federal home mortgage for middle-class people. That would revitalize the housing margin, help finance some of these failing financial institutions.

Finally, we ought to have a middle-class tax cut. That's what we ought to do tomorrow.

Now, when I was a kid, I lived with my grandfather in a little town in South Arkansas called Hope. My grandfather thought he was going to Franklin Roosevelt when he died. Most of his customers were black, and he fed them if they were good people, even before food stamps, in the grocery store that he ran, and that's where I learned all of my politics.

More than half of us then lived at or below the poverty line after World War II. I'll tell you something else. We looked for government to help us, but we also took responsibility for ourselves. We've all told you today — I've told you I'll give you an America that can compete and win again.

I ask you two questions in closing. Do you really believe we can beat the Japanese and the rest of Asia, the Germans and the rest of Europe? Do you believe we can be number one again; and secondly, do you have the courage to lead that charge by changing and doing what it takes to make this a high-wage, high-growth, high-opportunity society, not a hard-work, low-wage society?

I believe you do, and that's why I think we're all going to win in 1992. Thank you very much.

DUKE: Well, that's it. The final word. This has been the first major campaign forum involving all of the candidates, the six major candidates for the Democratic nomination in 1992.

My personal thanks to each of you for being here and taking part in this discussion which I hope has been very enlightening today. Thanks, and now, back to you, Lane Kirkland. (Standing ovation)

KIRKLAND: On behalf of the delegates, I want to thank each of the candidates for what has been a very fine contribution to our own democratic political process. I know that I speak for all of the delegates when I say to you that each of you gave a fine and forceful account of yourselves, and clearly, the Democratic Party has a fine array of candidates going into this political season. I want to thank Paul Duke for a very fine job of moderating this session and keep it going as well. (Applause)

Bill Burke/Page One Photography

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Inbrief

Train Dispatchers push organizing

Las Vegas

The Train Dispatchers convention looked to the future with calls for active organizing of the railroad industry and for establishment of an educational program for local and system representatives.

The delegates also adopted several changes in the constitution and by-laws that would enable the union to merge with another labor organization.

President Robert J. Irvin and Secretary-Treasurer Robert L. Rafferty were re-elected for four-year terms. Three vice presidents and a trustee were re-elected. Two new trustees, R.R. Bailey and L.A. Parmelee, also were elected.

Among the speakers for the Oct. 28-31 meeting were Robert M. McGlotten, AFL-CIO legislative director, Jim Boehner of the Railroad Retirement Board and Dee Taylor of Culinary Workers Local 226.

Asian Pacific alliance gets Hawaiian cheers

Honolulu

Gary Rodrigues was re-elected to a fourth term as president of the Hawaii AFL-CIO during the 14th biennial convention. Delegates also elected seven new vice presidents and re-elected 29 more.

The convention also called for a ban on the hiring of "permanent replacements" during a strike, passage of national health care reform and family and medical leave and a curb on domestic violence. They endorsed no-fault automobile insurance and a governor-appointed school superintendent and school board members.

The delegates praised the national AFL-CIO for the formation of the Asian Pacific American Labor Alliance to promote opportunities for all Americans. Currently, there are approximately 80,000 Hawaiian union members whose unions are affiliates of the AFL-CIO.

North Carolina urges more OSHA inspectors

Charlotte, N.C.

In the aftermath of the Imperial Food Products fire, the North Carolina AFL-CIO made the hiring of more state Occupational Health and Safety Administration inspectors its top legislative priority.

Delegates to the state federation convention approved a resolution calling for "the proper funding of the state OSHA program to provide for the complete complement of inspectors necessary to protect North Carolina's workers."

The resolution pledged the state federation to redouble its efforts to "insure those who are responsible in this area be required to act responsibly." Twenty-five people were killed and 55 injured in the fire that swept through the plant where workers were unable to escape through locked doors.

Convention speakers included AFL-CIO Vice President Joyce Miller of the Clothing and Textile Workers, who also is president of the Coalition of Labor Union Women, Food and Commercial Workers President William H. Wynn, Postal Workers President Moe Biller and the Rev. Jesse Jackson. Many of the about 290 delegates joined in a rally at the scene of the fire in Hamlet.

The convention, which met Oct. 16-18, also called for legislation allowing fines for public-sector workplace safety violations.

Delegates re-elected Christopher Scott and James Andrews to two-year terms as president and secretary-treasurer of the state federation, respectively.

Five new members were elected to the board of directors: Jack Cipriani of the Teamsters, James Stem of the United Transportation Union, Barbara McKoy of the Ladies' Garment Workers, Harry Batton of the Government Employees and Harold Huffman of the Paperworkers.

Colorado helps striking miners

Colorado Springs, Colo.

The 19th biennial Colorado AFL-CIO convention approved resolutions supporting national health care reform and workplace fairness legislation.

The delegates also took up a collection for the 160 miners who have been on strike for six months over health care issues at Cyprus Minerals' Empire Mine.

The miners struck after the $1.9 billion mining company proposed cuts in health care benefits. The company also wants to limit health care coverage to the widows who have lost their husbands in mining accidents.

The union has encouraged the Public Service Company of Colorado, the major coal purchaser, to take a public stand against Cyprus. Meanwhile, workers at two other Cyprus-owned mines in West Virginia and Pennsylvania joined with the strikers on Oct. 10 in a one-day shut down as a show of solidarity.

"Cyprus Minerals must understand that when they move to take away the health care benefits of any UMWA members they're picking a fight with our entire union," said UMWA President Richard Trumka.

Alabama elects six new members of board

Birmingham, Ala.

The Alabama AFL-CIO convention elected six new board members and rejected a proposed per capita increase. A majority of the delegates favored the 5-cent increase, but the vote fell short of the two-thirds needed to pass, said President A.G. Trammell.

The delegates, meeting Oct. 21-23, re-elected Trammell, Secretary-Treasurer Douglas Burkhalter and 12 board members to four-year terms. They also picked six new members: Charles Tipton and Jim Higginbotham of the Mine Workers, Donald Lagham and Byron Vice of the Paperworkers, D.C. Carlisle of the Steelworkers and Sidney Hannah of the Rubber Workers.

AFL-CIO Vice Presidents Richard L. Trumka of the Mine Workers and George J. Kourpias of the Machinists urged the convention to work for passage of the Workplace Fairness bill and for national health care reform.

Other speakers included Rubber Workers President Kenneth L. Coss; United Garment Workers President David Johnson; Harold McIver, national organizing director for the AFL-CIO's Industrial Union Department; Ron Martin, director of AFL-CIO Region V and Norman Hill, president of the A. Philip Randolph Institute.

Mitchell cheered for S. 55 support

Rockport, Maine

Delegates to the 18th biennial convention of the Maine AFL-CIO were cheered by the announcement by Senate Majority Leader George Mitchell (D-Maine) that he would co-sponsor S. 55, the Workplace Fairness Bill.

"Workers must be able to raise their issues without the fear of being put permanently out of a job," Mitchell said. "Short-term wins by management must not come at the expense of long-term stability within an industry, or its communities."

The convention also passed 38 resolutions, ranging from a denunciation of unfair taxes to a call for fair representation of "working Americans and their concerns and heritage on public television."

To ensure effective action on the resolutions and other federation goals, the delegates adopted a plan for working on those goals during the next several years.

Maine federation President Charles J. O'Leary and Secretary-Treasurer Edward Gorham were re-elected, along with all incumbent vice presidents.

Also addressing the convention were Democratic presidential candidate Sen. Thomas Harkin (D-Iowa) and Rep. Thomas Andrews (D-Maine).

Oklahoma begins Labor Hall of Fame

Oklahoma City, Okla.

The Oklahoma AFL-CIO inaugurated the state Labor Hall of Fame by inducting five Oklahomans at the state federation convention Nov. 20-22.

Gobel Frederick Cravens, Peter Hanraty, Roy Tillman, Fannie Webster and Len Yarborough became members of the hall of fame during a banquet honoring them.

In other action, the 236 delegates passed resolutions calling for health care reform, the right to collective bargaining for municipal employees and for prevailing wage laws. Delegates voiced opposition to the use of "permanent replacements" for strikers, also sending cards and letters urging passage of striker replacement legislation.

Gerald W. McEntee, president of AFSCME, gave the keynote address. Other speakers included Gov. David Walters (D); Glen Johnson, speaker of the state House; state Labor Commissioner Dave Renfro; Rex Hardesty, director of the AFL-CIO Department of Information; and Claudia Bradbury of the AFL-CIO Department of Employee Benefits.

Tennessee backs worker relief

Knoxville, Tenn.

Delegates to the 17th convention of the Tennessee AFL-CIO passed a host of resolutions that address the problems of hard-pressed American workers.

Resolutions included calls for a ban on the "permanent replacement" of striking workers, national health care reform, public employee rights to bargain and "fair share" in the collection of union dues.

Delegates returned President James G. Neeley to his seventh term in office and Secretary-Treasurer Eddie Bryan to his sixth.

Guest speakers included Tennessee's Democratic Sens. Al Gore and James Sasser. Sasser's speech calling for tax relief for the middle class drew an enthusiastic reception.

'Cruel' act eliminates all benefits

Continued from Page 1

told "if we came up with the $43 million in concessions, the deal would go through." The unions worked hard to negotiate the package and reached agreement with Pan Am management days before Delta reneged on its deal, he said.

Pan Am had been on a slide since the 1978 airline industry deregulation, forced to sell holdings including the Pan Am building in New York and the Intercontinental hotel chain.

Unions representing Pan Am workers — ALPA, Teamsters, Transport Workers, Flight Engineers and independent flight attendants — had reached new contracts with the carrier that included an additional $43 million in concessions. Over the past 10 years, union workers have sacrificed hundreds of millions of dollars in wage, work rule and benefit changes to aid the ailing carrier, Griswald estimated.

TWU Secretary-Treasurer John Kerrigan, who heads the union's airline division, noted that as recently as the end of November, Delta was reassuring the public and telling Pan Am creditors that it could support the carrier's reorganization plan.

Delta's action was "cruel," Kerrigan said, noting that Pan Am workers have lived with shutdown threats over the past 10 years, but were taken in by Delta's assurances.

"Now, there is no money for severance pay or accrued vacation," he said. "Some people are owed wages and everyone has lost health insurance coverage." Even COBRA — the federal law that allows workers to continue group health coverage at their own expense after being laid off — can't be used because the health care plan was abolished by the bankruptcy court, he pointed out.

Babbitt called the Pan Am shutdown "another unfortunate example of how our government's supposedly pro-business policies are squandering our nation's most vital economic resources" and creating another situation "where everyone loses."

The TTD poll, conducted by the Roper Organization with 1,000 adults responding, found that 51 percent wanted strong government regulation on safety issues and 59 percent rejected a suggestion by some Bush administration officials that foreign carriers be permitted to offer service within the United States.

IAM, United agree on tentative accord

The Machinists reached a tentative agreement with United Airlines, averting a strike that could have begun Dec. 13, at the end of the 30-day cooling-off period.

The proposal covers about 26,500 mechanics, ramp service workers, dispatchers and other IAM members.

The parties began meeting Dec. 9 in nearly round-the-clock sessions with representatives of the National Mediation Board, reaching agreement late Dec. 12. The union had been striving for a new agreement with the carrier for two years, with wages and benefits the chief issues.

Both sides have agreed not to release details of the proposed settlement until it is voted on by IAM members.

ECONOMY

Employers slash payrolls as economy stagnates

By John R. Oravec

Layoffs in construction and manufacturing, coupled with a fall-off in hiring at retail stores despite the approach of the holiday buying season, reduced payroll employment by 240,000 in November, the Bureau of Labor Statistics reported.

Although the nation's overall jobless rate remained stuck at 6.8 percent, the Bush recession continued to sap the goods-producing sector. Unemployment in manufacturing rose to 7.3 percent and surged to 9.6 percent in mining. Construction joblessness was still at 16 percent even though it eased a bit.

Further job losses are expected in coming months with a rippling effect from the cutbacks of tens of thousands of workers at General Motors Corp., TRW Inc., Xerox Inc. and other major manufacturers.

There were 8.5 million Americans unemployed last month, 1.7 million more than at the start of the recession in July 1990, BLS noted in its monthly report.

AFL-CIO President Lane Kirkland said the official jobless rate would have climbed to 7 percent in November had not 290,000 workers dropped out of the labor force and were not counted as unemployed by the Labor Department.

"The report clearly documents the need for programs to get people back to work," Kirkland said.

But the only government action taken in response to employers slashing payrolls was that of the Federal Reserve in cutting the short-term loan rate for bankers.

Many other workers are in part-time jobs because they can't get full-time work, AFL-CIO chief economist Rudy Oswald pointed out. With the 8.5 million officially jobless, 6.5 million on involuntary part-time and 1.1 million discouraged workers who dropped out of the labor force, Oswald said 16.1 million Americans were affected by partial or total unemployment.

Earlier, President Bush signed supplemental legislation extending unemployment benefits at least 13 weeks for the long-term jobless who had exhausted their initial 26 weeks of compensation.

Bush had trashed two previous bills to extend benefits for exhaustees, branding them "garbage." But with Bush's popularity ratings plummeting in public opinion polls for his handling of the sagging economy, the president had a change of heart and endorsed the Democratic-shaped measure.

Depending on a state's jobless rate, some 3 million long-term unemployed workers will get either 13 or 20 weeks of additional benefits. Coverage is retroactive to March 1 and expires next June 13.

But because of shabby coverage in the existing federal-state unemployment insurance system, most jobless workers don't qualify for benefits in the first place. In November, for example, only 3.1 million were drawing benefits. That left some 5.2 million jobless workers — more than 62 percent of the "official" unemployed — locked out of the system.

Analysts said the outlook for jobs remained bleak given recent announcements by a number of corporations of pending layoffs.

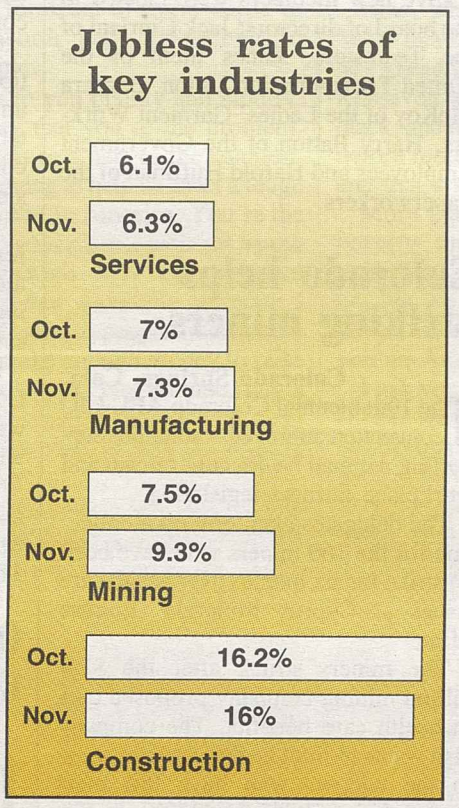
- Battered by the recession, GMC outlined a plan to "improve profitability" that could include the stepped-up cuts of 20,000 white-collar workers as well as layoffs of production workers with the shutdown of parts plants.
- A "restructuring" plan by TRW is likely to trim the company's payroll by 10,000 — about 14 percent of its work force.
- Citing problems linked to the weak economy, Xerox said it would lop off 2,500 jobs by mid-1992.
- The shutdown of Pan American World Airways will throw 7,500 people out of work.
- International Business Machines Corp. said it would cut 20,000 positions worldwide — about half of that number in the United States — to counter the recession and stiff competition.
- Tenneco Inc. disclosed it will lay off 4,000 workers in its J.I. Case farm equipment unit because of the recession.
- McDonnell Douglas Corp. began sending out layoff notices to 2,200 workers in Long Beach and Torrance, Calif., to cut costs.

Significant statistics

an AFL-CIO Newsgrafic

With the economy continuing to sputter for the past year and a half, employers slashed payrolls by 240,000 in November and 290,000 workers dropped out of the labor search as jobs were harder to find. New claims for unemployment insurance benefits surged by 87,000 to 510,300 before seasonal adjustment in the week ended Nov. 23. The total included 503,600 state UI claims, 3,100 federal employees and 3,600 newly discharged veterans.

Factory Orders		**$242.1 billion**
October '91		+1.9%
From October '90		-3%
Consumer Confidence		**50.6%**
November		-9.5%
Leading Indicators		**145.5**
October		+0.1%
Gross Domestic Product		**$4,861 billion**
Third Quarter (annual rate)		+1.7%
Purchasing Managers Survey		**50.1**
November		-3.4
Construction Spending		**$411.5 billion**
October		+1%



IUD conference airs remedies to halt U.S. technology drain

An explicit national technology policy with the full input of government, industry and labor must be developed to secure America's economic growth in the 21st century, participants in an Industrial Union Department conference concurred.

Any delays to advance the nation's common interest in global competition will undermine the living standards of American workers and their families, they warned.

And unless immediate steps are taken, the nation's technological drain by foreign competitors will further erode the tattered U.S. industrial base. The conferees also linked destructive U.S. trade policy and the transfer of American production and jobs overseas with the resulting loss of the next generation of technology development.

Joining leaders of 40 unions for the roundtable discussions were political, academic and economic experts as well as authorities on trade, technology, manufacturing and government policy.

IUD President Howard D. Samuel said the conference points up labor's concern over the lack of government leadership in a prescription for technological development and competitiveness.

House Majority Leader Richard A. Gephardt (D-Mo.) accused the Bush administration of blocking a number of congressional initiatives that would move the nation closer to a comprehensive technology policy.

It's time, Gephardt said, for the government, business and labor to agree on how to improve the nation's endangered technology base and provide workers with quality jobs.

In keynoting the conference, UAW President Owen Bieber cited government studies that show America is losing or has already lost its competitive position in 33 of 94 vital technologies.

Bieber said a recent example of transferring U.S. technology to foreign interests is the proposal by McDonald Douglas Corp. to sell 40 percent of its commercial airplane operations to Taiwanese investors that includes the Taiwanese government.

Former Labor Secretary Ray Marshall said the clearest challenge to American companies comes from advanced industrialized democracies that have set consensus goals and objectives to guide economic activities of public and private sectors.

"A major difference between other countries and the United States is their tendency to develop consensus policies and our tendency to rely more heavily on market forces," said Marshall, who is now with the University of Texas.

"Because of our aversion to coherent economic strategies," Marshall said, "our policies have been more fragmented, adversarial and uncertain — all of which, makes it difficult for businesses to do the kind of long-range strategic planning needed to develop and use leading-edge technology."

Marshall noted that most industrial democracies have steered clear of low-wage strategies to compete, favoring instead improved productivity and quality. Lowering wages to compete threatens a nation's economic performance as well as democratic and social institutions, he said.

Clyde Prestowitz, president of the Economic Strategy Institute and former Reagan administration official, said government policy on the export of U.S. technology must be refined.

"Despite what many of our leading economists say, chocolate chips and computer chips are not the same thing," Prestowitz pointed out. "They do not have the same impact on the economy, on our trade position, on the long-run capacity of the United States to create well-paying, productive jobs and a high standard of living."

Larry Mishell of the Economic Policy Institute charged that the government's misdirected trade policy is speeding up the deindustrialization of the U.S. economy and will take a heavy toll in technology development.

Michael J. Kelly of the Georgia Institute of Technology lambasted the ill-conceived trade stance that says "dumping" of foreign goods on American markets at cut-rate prices "is good, because its good for the consumer."

The government's failure to stop dumping has seriously undermined the ability of U.S. manufacturers to compete in their own domestic market and has led to the factory shutdowns and millions of lost jobs.

"We are not all just consumers," Kelly observed. "We are also producers. But you can't consume unless you produce."

But too often, conference participants pointed out, U.S. firms have transferred technology — developed under government contract with the Department of Defense — to foreign competitors as they have closed American plants and shifted production overseas.

Former Defense Department official Jacques S. Gansler underscored the importance of process technology that is development hand-in-hand with domestic production.

In addition to the loss of vital skilled jobs, Gansler warned that the transfer of high-tech industry overseas would result in "the loss of assured access to critical, next-generation technology, which could be catastrophic to both our future economic and security postures."

Newsmakers

Government Employees President **John N. Sturdivant,** AFGE Compensation Specialist **Peter Tchirkow** and **John Leyden** of the AFL-CIO Public Employee Department have been selected by President Bush to serve on the Federal Salary Council, the nine-member pay-setting panel established under 1990 legislation.

Canadian Labour Congress President **Shirley Carr** has announced she will not seek re-election when her term is finished next June. Carr has been elected head of the workers' group at the International Labor Organization. Carr, the first woman to lead the workers' group, will serve a two-year term.

Unions are more effective than comparable worth cases in helping women increase their wages, **Rep. Eleanor Holmes Norton** told a Capitol Hill forum Nov. 4. Norton, the non-voting delegate to Congress from the District of Columbia, said that until women recognize the value of organizing, they will continue to comprise the majority of low-wage earners.

Vice President **Jack M. Greer** of the Graphic Communications Union has been elected 1992 president-elect of the board of the International Foundation of Employee Benefit Plans. The foundation is a non-profit association serving the employee benefits industry as an information clearinghouse.

The Senate confirmed National Mediation Board Chairman **Patrick Cleary** Nov. 27 for a new term on the three-member board, which oversees labor relations in the railroad and airline industries. Cleary, who has served on the board since 1989, was chosen as chairman in July.

Mary Miller Cracraft will not be renominated for a spot on the National Labor Relations Board by President Bush, after opposition to her appointment by the anti-union National Right to Work Committee. She had served one five-year term, had been nominated for a second by Bush and the appointment had cleared the Senate Labor and Human Relations Committee, but was held up by Sen. Malcolm Wallop (R-Wyo.) before it was submitted to the full Senate.

Gloria Cataneo Rudman is the new executive director of the board of directors of the American Maritime Congress, which has contracts with the Marine Engineers. She previously has served as legislative director for the association and was the director of the Washington office for the International Longshoreman's Association.

Kim Roberts has been selected to fill the newly created position of AFTRA assistant national executive director, responsible for serving AFTRA members in news and on broadcast station staffs. Roberts is executive director of AFTRA's San Francisco local and of the Screen Actors Guild's San Francisco operations.

AWARDS

Philip Murray and **Mary Anderson** were inducted into the Labor Hall of Fame Dec. 13 in a ceremony at the Department of Labor in Washington. Murray was the founding president of the United Steelworkers of America and also was president of the Congress of Industrial Organizations, while Anderson served as the first director of the Labor Department's Women's Bureau.

Four Americans have been inducted into the "Hall of Honor" of the International Labor Organization's Washington office for 1991. They are: Secretary of Labor **Lynn Martin;** former Secretary of Labor **Ray Marshall; Stephen R. Sleigh,** former director of the Economic Policy Council of the United Nations Association of the USA and now deputy director for the Center of Labor-Management Policy Studies at the City University of New York; and **Everett Kassalow,** former professor at the University of Wisconsin, Carnegie-Mellon University and the University of the District of Columbia, as well as a longtime ILO consultant. Kassalow was honored posthumously.

Commissioner of Labor Statistics **Janet Norwood** was honored at a dinner Dec. 4 by the Labor Research Advisory Committee and the AFL-CIO labor union research community. Norwood is leaving the position she has held since 1979 to take a post at the Urban Institute.

DEATHS

J.J. Rodriguez, a founder and past national vice president of the Labor Council for Latin American Advancement, died Dec. 4 in Los Angeles. He was 83.

Rodriguez was a leader of the Meat Cutters in Southern California, a longtime community service activist and also served as vice president of the Western Federation of Butchers and as president of the Los Angeles County Federation of Labor. The Butchers are a new part of the Food and Commercial Workers.

He is survived by one daughter, Helen Holguin; two sons, Edmund and Jim; 15 grandchildren; and 13 great-grandchildren.

Edward M. Lynch, former president of the National Association of Broadcast Employees and Technicians, died Nov. 22 at his home in Gaithersburg, Md., after a long illness. He was 71.

Lynch served as NABET chief from 1971 to 1986, when he resigned and became president emeritus. A union member since 1946, he also served as NABET's network coordinator, as a mediator for AFL-CIO internal disputes and as part of an AFL-CIO 1976 mission to Africa.

He is survived by his wife, Gloria; two brothers, Warren and Bernard; three sisters, Gertrude Amesbury and Sister May Ida Lynch and Sister Mary Lynch, both Sisters of St. Joseph; in-laws; and nieces and nephews.

Msgr. James A. Healy died Nov. 27 in Buffalo, N.Y., after a short illness. He was 71.

During his forty years of labor work — he was known as Buffalo's "labor priest" — he mediated dozens of labor disputes, served as chairman of the New York State Mediation Board for 12 years, sat on fact-finding panels, served on the state Public Employment Relations Board and as president of the Association of Labor Relations Agencies, a group of private and public agencies engaged in collective bargaining.

He is survived by three sisters, Patricia Corcoran and Mary Alice Powers of Orchard Park, N.Y., and Eileen Brady of Rockville, Md.

Italian-American labor journalist **Vanni Buscemi Montana** died of a stroke Nov. 3 in New York. He was 89.

Montana served as editor of Giustizia, the Italian edition of the Ladies' Garment Workers newspaper, educational director of ILGWU's Local 89, managing editor of the Italian-language edition of the AFL-CIO Free Trade Union News and as a consultant on Italian labor affairs to the U.S. Department of State's Office of Strategic Services. He also helped found the Italian-American Labor Council.

He is survived by his wife, the former Helene Barton; and two sons, Victor, of New Hampshire, and John.

HERE contract ends dispute with 3 hotels

By Sharolyn Rosier

Members of Hotel Employees and Restaurant Employees Local 11 ratified a three-year collective bargaining agreement with three Los Angeles Hyatt hotels, ending a dispute that has lasted for more than two years.

The agreement, ratified 269-0 by workers from the Hyatt Regency, Hyatt-on-Sunset, and Hyatt Wilshire hotels, offers guaranteed medical and pension benefits, generous wage increases and improved working conditions for more than 500 employees.

Non-tipped employees will receive 40-, 30- and 35-cent increases during the three years of the contract. Room attendants will receive increases of 40, 35 and 40 cents and waiters, waitresses, and bell persons will receive increases of 5 cents each year.

The company also agreed to give the workers a signing bonus averaging $633 to compensate for no pay increases between April 1988 and April 1991.

The agreement restores the previous health plan and reimburses employees for the amounts deducted from their paychecks when the hotels imposed an alternative plan. The company had rescinded the union medical and dental plan and replaced it with an inferior plan that deducted 19 cents an hour from each employee's paycheck.

Local 11 President Maria Elena Durazo said Hyatt chose to "acknowledge that decent wages and benefits together with positive labor relations are in fact critical to the recovery of the tourism industry in our city."

"We are extremely pleased that Hyatt ultimately chose the course it did," she added. "Although in the meantime, this contract dispute took a terrible toll on our members, on Hyatt, and on the entire Los Angeles community."

The workers have struggled for a union contract since early 1989, resorting to weekly picket lines, demonstrations, civil disobedience and work stoppages to dramatize the lack of progress in negotiations.

They called for a boycott in May 1991 when the company forced workers to take the inferior health plan. The boycott was endorsed by more than 150 community leaders, clergy, and local, state and national elected officials.

UFCW wins raises for 26,000 at Meijer

Grand Rapids, Mich.

Members of Food and Commercial Workers Local 951 approved a four-year contract with Meijer Co. that improves wage and health benefits for more than 26,000 workers at the retail food chain.

Workers in every job classification will receive wage increases under the new contract, said Robert Potter, Local 951 president and chief union negotiator.

While workers will retain the same basic health plans, they will be able to choose different deductibles to decrease payments. By April 1992 an additional health plan will be added to offer members increased selections to better meet their individual needs, Potter said.

Local 951 members succeeded in obtaining a 401K plan, allowing them to supplement their pension benefits.

Potter said members played an active role in the negotiation, resulting in a nearly 65 percent approval rate.

Resources

The 1992 AFL-CIO Pension Conference, sponsored by the Employee Benefits Department, will be held at the Sheraton-Washington Hotel Jan. 29-30. The conference will include presentations on public- and private-sector plans, economics and demographic trends, and the strategic use of pension funds, among other topics. Applications are limited to 300 participants and will be accepted on a first-come basis. Registration fee is $150. Contact the AFL-CIO Department of Employee Benefits, 815 16th St. N.W., Washington, D.C. 20006.

The Center for Labor-Management Policy Studies is accepting applications for $3,000 grants that will be awarded to up to six active trade unionists for the development and evaluation of new ideas and strategies for labor unions. Areas of interest may range from labor-management relations to collective bargaining, organizing, social and economic policies, or union leadership. The growing role of women and minorities in the trade union movement is of special interest. Applications must be submitted by March 15, 1992, to Doris Suarez at the center, 120 W. 44th Street, New York, N.Y. 10036.

PUBLICATIONS

The Philadelphia Inquirer, swamped by requests for reprints of **America: What Went Wrong?** — a nine-part series on the hardships facing middle-class, working families — will turn the series into a low-priced paperback book. Published by Andrews and McMeel, the paperback will be available in bookstores in March 1992. Advance orders for the book may be placed at bookstores or by writing Andrews and McMeel, 4900 Main St., Kansas City, Mo. 64112.

VIDEOS

The **LIPA Resource Catalog** describes television and radio programs, training and informational material, commercials and PSAs, teleconferences and professional media support available from the Labor Institute of Public Affairs. Single issues free. Contact LIPA at 1/800/242-UNION.

The following videotapes are available for $10 each from the Labor Instititute of Public Affairs, 815 16th St. NW, Washington, D.C. 20006.

Solidarity Day '91: Many Faces, One Voice captures the excitement and energy of that historic event in a 12-minute videotape. Catalog code LVBT-049-V

AFL-CIO Convention roll-ins covers Solidarity Day, Workplace Fairness, health care reform, trade, organizing, workplace safety, work and family, civil rights and international solidarity. Each segment is five minutes in length. Catalog code CONV401V

USWA raps Mint's deal with Rich

By Muriel H. Cooper

A congressional hearing took up the question posed by the Steelworkers: Why did the U.S. Mint enter into contracts with a company controlled by Marc Rich, a fugitive financier wanted for criminal tax fraud and the man who controls the union-busting Ravenswood Aluminum Corp.?

Twelve Steelworkers representing Local 5668 in Ravenswood, W.Va., where 1,700 workers have been locked out and "permanently replaced," attended the hearing in which federal officials were quizzed on their dealings with Rich.

The union charges that Rich has a controlling interest in RAC, which locked out its union workforce Nov. 1, 1990. The National Labor Relations Board has since filed unfair labor practice charges against the company, which continues to operate with scab labor.

The Steelworkers have enlisted international labor support in the union's efforts to call attention to the connection between Ravenswood and the misdeeds of Rich, who controls his financial empire from Zug, Switzerland.

Steelworkers President Lynn R. Williams, in a letter to the deputy director of the U.S. Mint, cited a litany of charges against Rich and said he found the situation ironic.

"The Justice Department is seeking Rich on criminal charges," he said. "The Labor Board has accused RAC of violating the National Labor Relations Act. OSHA initiates an investigation because of abominable safety practices. The EPA is investigating the illegal dumping of toxic materials. The EEOC is investigating discriminatory practices.

"And the U.S. Mint awards multimillion dollar contracts to Rich on a regular basis. It is an irony that any fair-minded person can appreciate," he concluded.

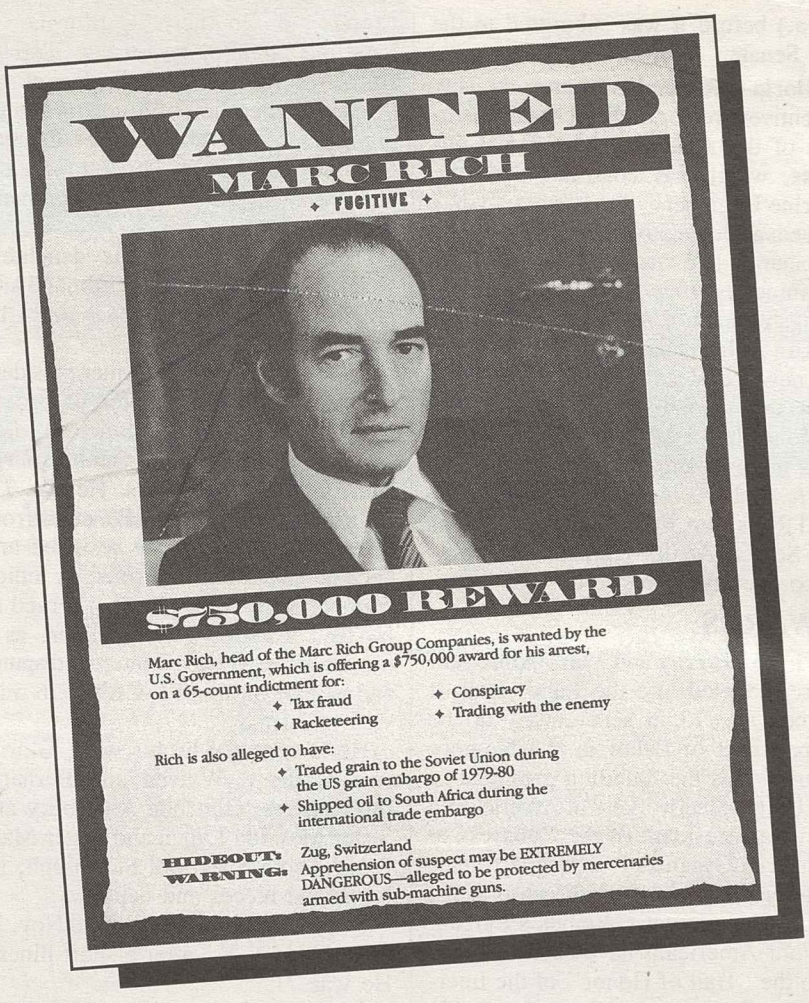
Mint officials defended its purchase of $25 million in copper, zinc and nickel from Clarendon, a company that is partially owned by Rich, in hearings before the House Goverment Operations subcommittee on information, justice and agriculture, chaired by Rep. Robert E. Wise (D-W.Va.).

Kenneth Gubin, the Mint's chief counsel, said no change would be made without Justice Department proof that Claredon is controlled by Rich. "Newspaper articles, hearsay is not going to carry the day in an evidentiary battle."

Wise told Gubin he found it "inconceivable" that Rich is not a major player in the company's operations. Wise, whose district includes Ravenswood, said he wants to know if "the change in my pocket came from such a tainted source."

Rich is blacklisted on the General Service Administration's procurement list and Clarendon also was on the Defense Logistics Agency's debarment list for 1984-1987 after pleading guilty to tax evasion, wire fraud and other charges to divert illegal oil profits outside the United States.

The Steelworkers' international campaign against Rich has included meetings with international creditors and leafleting throughout Europe, Canada and the United States. The union is seeking to put pressure on companies doing business with Rich, as well as an effort to get businesses not to purchase RAC aluminum for their products.



UAW, BCT win elections in Tennessee

Continued from Page 1

represent the 251 bakers by a 119-118 margin on Nov. 1.

The key issue was working conditions, said Frelan Patrick, business agent for Local 25 in Chattanooga. "The company had a very poor disciplinary procedure. It depended on who you were as to how you were treated and the workers felt they could get a fair shake for everybody through the union."

The Fayetteville win is just a start, said David Durkee, BCT's organizing director. The plant is growing and eventually will employ about 400 workers, he said. The union also intends to try to organize other Eagle plants in California and North Carolina, Durkee added.

Eagle Snacks fought the union in a "fair fight," Durkee said. The company did not challenge any of the ballots and has agreed to negotiate a contract, he said.

The Fayetteville campaign marked the first time the BCT had used a combination of regular organizers and a newly trained cadre of local members, volunteers and retirees. Although the trainees were not used in every aspect of the campaign, they made a difference, Durkee said.

The volunteer organizing is designed to develop a group of hard-core activists that can be used to organize other plants, identify new leadership and get younger members involved in the union, Durkee said.

The trainees have an edge because they speak the language of the people they are trying to organize. "They're the experts," Durkee said, "they get in the houses a little easier and they can talk about what it's like for them working on the same job as the guy he's talking to."

INSIDE

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AFL-CIO NEWS

1 **ILGWU members settle at Rainfair**
A six-month strike at Rainfair Inc. ended in victory for 136 union members who the company said had been "permanently replaced." The new contract gives the workers a wage increase.

2 **'Tis the season for the Toycott**
As holiday shoppers check their lists, Frontlash members and supporters are leafletting stores and shopping centers, urging consumers not to buy toys made in China.

2 **Toys and goodies on way to strikers**
The AFL-CIO Department of Community Services is working to spread some cheer among the families of nearly 1,000 permanently replaced strikers this holiday season.

Season's greetings

The staff of the AFL-CIO News wishes you happy holidays with the publication of the final issue this year. The next issue of the News will be dated Jan. 6, 1992.

4 **Health care workers gain blood standard**
The Occupational Safety and Health Administration finally issues a standard to protect health care workers from such blood-borne diseases as hepatitis and AIDS.

14 **U.S. technology drain subject of conference**
To maintain the living standards of its citizens, the United States must develop a national technology policy, an Industrial Union Department conference agreed.

UNION YES

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